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A study of 1989-1990 beginning offers

CPC $alary $urvey

July 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Last fall, early predictions indicated a softening in the recruiting of this year's college graduates. According to the latest figures reported in this July 1990 ***Salary Survey***, those predictions have not come to pass. CPC's ***Salary Survey*** results show that many of this year's graduates not only were recruited as actively as last year's, but also received substantially higher salary offers.

As reflected in this report, health care is one of the fastest-growing fields today. Since our round-up report last September, the average starting salary offer to allied health graduates has jumped 10.3 percent, to $26,943 a year. Nursing graduates, too, have benefited greatly from higher demand, their average starting pay having grown to $28,206, up 13.2 percent over last year's average. Average offers to physical therapists and medical technologists are reported as $29,364 and $23,239, respectively. (Since these latter two are new survey categories, no comparison figures are available.)

Graduates in all engineering disciplines are benefiting from an increased demand for technical professionals. There has been a severe shortage of petroleum and chemical engineers since last year, and there's no end in sight. As a result, the average starting salary offer to petroleum engineers has moved up to $35,448 a year, a jump of 8.1 percent since the September report. During the same period, the average dollar offer made to chemical engineers rose 6.5 percent, to $35,084 a year. Mechanical engineers received a 5.5 percent increase, to $32,166, while electrical engineers drew a more modest 4.0 percent increase, reaching $31,817. The average offer to aerospace engineers, although affected somewhat by defense budget cuts, rose 3.5 percent, to $30,465. Men received 80 percent of all reported engineering offers, but women graduates in petroleum engineering drew the highest average starting salary offer among the engineering disciplines—$35,994 a year.

Salary offers to business graduates were higher across the board. Accounting graduates garnered offers that were up 5.0 percent from last year's, averaging $26,496. The average offer to marketing graduates rose 4.3 percent, to $23,447. And even economics and finance graduates brought in higher offers; reported in March as having received lower offers than last year's, this group received offers averaging $25,144 indicating an overall rise of 1.8 percent since the September report.

Average starting offers to business administration graduates overall increased 3.9 percent, raising the average to $23,318. Many business administration graduates enter sales as a first career choice; current salaries reported for entry-level sales positions average $23,724. Men received more than half the total offers in the business disciplines. In management information systems alone, it was the men who received the higher-value offers, averaging $27,724 against the women's $27,170.

At the master's-degree level, business graduates found starting salaries substantially higher despite Wall Street cutbacks. The overall average starting salary offer to M.B.A. graduates with nontechnical undergraduate degrees and no previous work experience increased 7 percent since last September's report, reaching $36,242. The most offers to this group were made by commercial banking employers, who offered an average of $37,110. M.B.A.s with technical backgrounds did better with salary rates, but did not advance as far, finding their starting salary offers averaging $38,281, but increasing only 3.2 percent over last year's average. Most offers to these latter graduates were made by consulting firms, whose offers as a group averaged $38,450.

The July 1990 ***CPC Salary Survey*** contains information received during the period of September 1, 1989, to June 4, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. Participating in the Salary Survey are 428 career services offices at colleges and universities across the United States. The report is available to CPC members and Salary Survey subscribers, who may order additional copies at $4 each. Also available to this constituency are reports on starting salary offers within each of the geographic regions that coincide with the seven regional placement associations: ECPO, MAPA, MCPA, RMCPA, SCPA, SWPA, and WCPA. The July 1990 regional reports are $25 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum: For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	4,340	$26,496	$25,223	5.0%	$30,204	$27,000	$22,123
Business Administration (incl. Management Science)	1,263	23,318	22,450	3.9	29,120	23,000	17,500
Distribution Management	73	25,376	24,211	4.8	31,000	26,000	18,000
Economics & Finance (incl. Banking)	1,882	25,158	24,710	1.8	30,500	25,390	19,200
Hotel/Restaurant Management	120	20,551	19,657	6.6	23,000	21,000	18,000
Human Resources (incl. Labor Relations)	104	23,176	22,842	1.5	28,875	24,000	18,000
Management Information Systems	475	27,493	26,772	2.7	31,000	27,836	23,000
Marketing/Marketing Management (incl. Research)	1,536	23,447	22,479	4.3	28,000	24,000	18,000
Real Estate	24	24,353	2.,551	3.4	30,000	25,600	18,000
COMMUNICATIONS							
Advertising	65	20,599	19,560	5.3	27,500	20,000	15,000
Communications	264	20,898	20,819	0.4	27,000	20,050	15,000
Journalism	103	19,004	20,085	-5.4	26,000	18,000	12,000
Telecommunications/Broadcasting	64	20,610	20,176	2.2	25,200	21,000	14,500
EDUCATION							
Elementary Education	374	19,144	18,767	2.0	23,966	19,621	13,000
Pre-Elementary Education	27	17,130	17,016	0.7	22,347	18,050	10,400
Physical Education	44	19,373	19,583	-1.1	24,000	19,675	14,199
Special Education	86	19,827	19,815	0.1	23,940	19,950	17,000
HOME ECONOMICS							
Human Ecology	12	18,292	18,931	*	*	*	*
Textiles & Clothing	133	20,814	19,742	5.4	25,000	20,000	18,000
Merchandising Management	53	19,792	19,539	1.3	23,004	20,000	15,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	38	23,157	21,129	9.6	30,000	22,184	18,500
Letters	157	20,918	20,951	-0.2	28,000	21,000	14,009
Visual & Performing Arts	68	20,461	18,838	8.6	27,000	19,746	14,004
Humanities-Other	104	23,659	22,364	5.8	28,500	22,500	17,500
Criminal Justice	31	20,111	21,427	-6.1	25,000	19,200	14,000
History	60	22,558	23,348	-3.4	29,000	22,900	15,600
Political Science/Government	150	23,673	23,280	1.7	31,500	23,000	17,000
Psychology	183	20,474	19,400	5.5	27,500	19,992	14,000
Sociology	44	20,152	18,979	6.2	27,000	19,200	15,000
Social Sciences-Other	122	22,179	22,232	-0.2	30,000	21,800	14,400
ENGINEERING							
Aerospace & Aeronautical	278	30,465	29,433	3.5	33,000	31,000	26,252
Agricultural	53	30,090	26,045	15.5	34,992	30,680	24,500
Architectural	57	29,143	25,530	14.2	33,000	28,500	25,200
Bioengineering & Biomedical	47	30,515	28,581	6.8	35,400	30,000	26,292
Chemical	1,873	35,084	32,949	6.5	37,200	35,400	33,000
Civil	1,146	28,040	27,046	3.7	33,000	27,796	23,795

N/A - No historic data available
* Not computed for fewer than 20 offers.

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	331	$31,212	$30,244	3.2%	$34,300	$31,800	$26,252
Electrical	2,624	31,817	30,594	4.0	34,800	32,200	28,000
Environmental	5	28,822	N/A	N/A	*	*	*
Industrial	855	30,608	29,660	3.2	33,600	31,200	26,252
Mechanical	2,795	32,186	30,490	5.5	35,400	32,400	28,500
Metallurgical	161	32,412	30,631	5.8	34,800	32,500	29,500
Mining	40	29,483	26,790	10.1	34,000	30,000	24,000
Nuclear	35	30,863	30,747	0.4	33,630	32,400	26,252
Petroleum	138	35,448	32,789	8.1	39,600	36,000	28,200
Textile	3	33,669	26,633	*	*	*	*
Engineering Technology	299	28,905	28,342	2.0	34,000	29,820	22,500
Industrial Technology	63	28,543	26,731	6.8	34,320	29,400	24,000
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	106	21,896	22,182	-1.3	28,200	21,000	16,800
Animal Sciences	42	19,188	19,328	-0.7	23,500	18,425	14,536
Plant Sciences	28	21,469	18,354	17.0	25,000	21,000	17,000
Natural Resources	16	18,572	21,256	*	*	*	*
Other Agricultural Sciences	49	24,066	21,605	11.4	30,000	25,000	18,000
COMPUTER SCIENCES							
Computer Science	1,018	29,730	28,659	3.7	34,000	30,000	25,000
Computer Programming	70	28,611	28,316	1.0	32,000	29,635	25,200
Information Sciences & Systems	345	28,463	26,428	7.7	32,600	28,200	24,000
Systems Analysis	14	31,603	28,833	*	*	*	*
HEALTH SCIENCES							
Allied Health	84	26,943	24,416	10.3	31,000	27,270	21,000
Health Sciences	28	20,513	21,480	-4.5	27,800	20,998	13,000
Nursing	120	28,206	24,915	13.2	34,000	28,550	21,840
Pharmacy	39	36,627	36,815	-0.5	45,000	35,000	32,040
SCIENCES							
Actuarial	64	27,722	26,778	3.5	33,800	30,000	18,000
Architectural & Environmental Design	79	25,186	24,660	2.1	30,000	26,400	18,000
Biological	62	21,442	21,495	-0.2	29,200	21,000	14,500
Chemistry	107	28,226	26,307	7.3	32,400	29,400	21,000
Geological	25	23,185	23,674	-2.1	30,000	21,996	17,500
Mathematics (incl. Statistics)	254	28,686	26,407	1.1	32,500	27,500	19,500
Physics	42	29,530	28,022	5.4	34,000	31,000	22,000
Other Physical and Earth Sciences	9	21,078	22,537	*	*	*	*
Polymer Science	6	32,234	N/A	N/A	*	*	*
Textile Science	24	26,861	N/A	N/A	29,000	26,800	25,000
	25,433						

N/A - No historic data available
* Not computed for fewer than 20 offers.
- No offers reported
1 Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	3,335	$26,936	$25,727	4.7%	$30,800	$27,000	$23,000
Accounting (Private)	1,121	25,266	23,517	7.4	29,400	26,000	20,000
Commercial Banking (Consumer)	225	21,435	21,676	-1.1	26,000	21,500	17,400
Commercial Banking (Lending)	265	24,013	22,835	5.2	28,000	24,000	19,500
Investment Banking (Corporate Finance)	80	28,795	26,750	7.6	34,000	29,202	22,000
Investment Banking (Mergers & Acquisitions)	16	26,946	29,097	*	*	*	*
Investment Banking (Real Estate)	14	25,299	22,574	*	*	*	*
Investment Banking (Sales & Trading)	28	23,387	24,266	-3.6	30,000	24,250	18,000
Financial/Treasury Analysis	584	26,925	26,367	2.1	32,000	27,000	21,354
Portfolio Management/Brokerage	72	23,689	23,772	-0.3	31,000	24,000	16,700
Insurance (Underwriting)	157	23,619	21,858	8.1	28,000	23,000	19,375
Insurance (Claims)	116	22,829	N/A	N/A	26,000	22,050	18,300
COMMUNICATIONS							
Design/Graphic Arts	25	21,642	20,902	3.5	32,700	20,000	14,500
Media Planning	21	20,388	20,263	0.6	25,200	18,000	15,000
Reporting	21	16,548	16,438	0.7	20,000	16,308	12,000
Production	53	25,639	22,982	11.6	34,100	26,000	15,400
Public Relations	76	20,277	20,118	0.8	25,000	19,850	15,000
Writing/Editing	65	18,634	20,239	-7.9	24,000	18,000	13,000
MARKETING							
Advertising	63	20,971	19,358	8.3	25,500	20,400	15,000
Brand/Product Management	208	25,131	23,623	6.4	33,000	25,000	18,000
Buyer/Merchandising	457	22,963	22,010	4.3	27,500	23,000	19,000
Distribution	118	26,057	N/A	N/A	33,000	26,000	19,000
Market Research	76	25,754	25,636	0.5	32,500	26,000	18,000
Purchasing	54	23,868	N/A	N/A	27,500	25,800	18,000
Sales	1,563	24,809	23,188	7.0	31,512	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	38	21,138	19,582	7.9	27,000	20,098	16,000
Finance, Taxation, Monetary Policy	69	22,658	24,253	-6.6	27,500	22,300	18,000
Economic Programs	16	26,362	21,081	*	*	*	*
Law Enforcement	33	25,790	22,078	16.8	35,000	24,000	18,491
Military	98	22,179	22,087	0.4	28,000	21,250	16,296
National Security	9	26,010	24,771	*	*	*	*
Urban/Regional Planning	17	25,215	22,819	*	*	*	*
ENGINEERING							
Bioengineering	61	33,056	30,924	6.9	36,996	34,992	27,000
Design/Construct	1,532	29,916	28,849	3.7	34,699	30,000	24,440
Environmental/Sanitation	205	29,377	28,271	3.9	34,992	29,550	23,795
Manufacturing/Industrial	1,634	32,020	30,492	5.0	35,400	32,400	28,392
Systems/Programming	372	31,087	30,036	3.5	34,500	31,500	27,000
Power Systems	391	31,734	30,093	5.5	34,000	32,000	29,000
Software Design & Development	346	31,685	30,537	3.8	35,100	32,000	27,000
Hardware Design & Development	294	32,491	30,888	5.2	35,000	33,000	30,000
Research & Development	578	32,316	30,658	5.4	36,516	32,700	26,252
Testing	243	30,307	28,990	4.5	34,000	31,200	25,343
Process Engineering	1,390	34,985	31,902	9.7	37,200	35,400	32,100
Project Engineering	1,130	32,200	N/A	N/A	36,000	32,560	27,000
Other Engineering	2,117	31,347	30,614	2.4	35,400	32,000	26,252
HEALTH CARE							
Administrative	31	22,633	N/A	N/A	30,000	22,000	16,000
Industrial Hygiene	1	16,000	N/A	N/A	*	*	*
Medical Technology	26	23,239	N/A	N/A	28,500	23,552	14,004
Nursing / Personal Care	120	27,965	24,958	12.0	34,000	28,100	21,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

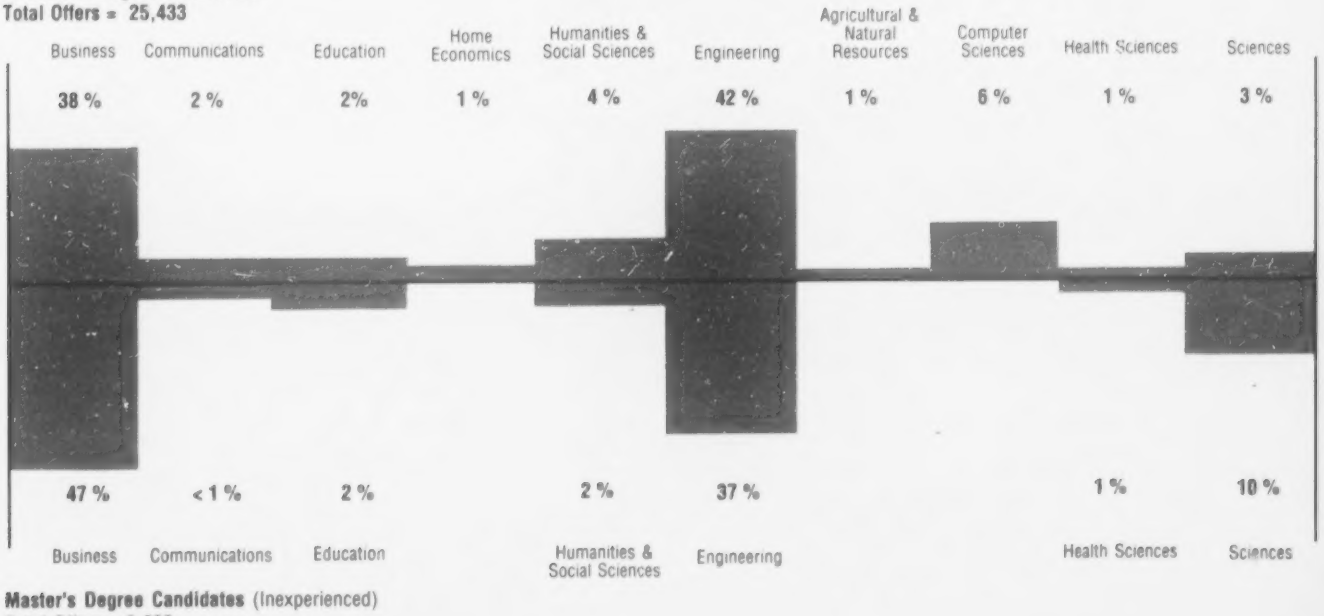
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	19	$25,981	N/A	N/A	*	*	*
Pharmacist	26	38,746	N/A	N/A	$ 47,000	$ 37,750	$ 33,000
Physical Therapy	42	29,364	N/A	N/A	32,000	29,150	27,000
Respiratory Therapy	8	25,716	N/A	N/A	*	*	*
Other Health Related	56	20,839	N/A	N/A	26,000	20,000	15,000
SOCIAL SERVICES							
Administration	37	18,412	$ 21,054	-12.6%	24,600	16,700	12,700
Counseling	56	16,881	17,675	-4.5	22,000	16,160	11,440
Fundraising/Development	16	15,788	19,057	*	*	*	*
Social Work	42	17,617	16,550	6.4	21,000	17,250	12,500
COMPUTER SCIENCE							
Computer Programming	943	28,557	27,559	3.6	33,000	28,992	23,500
Information Systems	473	28,076	26,766	4.9	33,000	28,000	23,000
Computer Systems Analyst	488	29,625	28,321	4.6	33,600	29,927	25,343
OTHER FUNCTIONAL AREAS							
Actuarial	95	30,069	28,437	5.7	34,000	30,300	26,000
Agricultural/Natural Resources	130	20,180	20,984	-3.8	25,000	20,000	15,000
Architecture	23	21,479	22,241	-3.4	26,000	20,000	17,000
Consulting	758	28,778	28,373	1.4	32,500	28,800	25,000
Human Resources/Industrial Relations	123	23,497	22,937	2.4	30,000	23,000	17,000
Management Trainee	1,735	22,273	22,080	0.9	29,000	21,000	17,000
Mathematician/Statistician	29	24,446	25,546	-4.3	29,500	23,846	19,493
Paralegal	30	19,773	20,958	-5.7	22,200	21,000	14,000
Research (Nontechnical)	31	20,944	23,140	-9.5	26,196	19,000	15,996
Research (Technical)	53	27,806	22,397	24.1	33,660	30,180	18,000
Teaching	635	19,179	18,989	1.0	24,000	19,600	13,500
	25,433						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 25,433



Master's Degree Candidates (Inexperienced)
Total Offers = 3,022

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1990	- Men - Average $ Offer July 1990	- Men - Average $ Offer September 1989	- Women - Number of Offers July 1990	- Women - Average $ Offer July 1990	- Women - Average $ Offer September 1989
Business						
Accounting	2,078	**$26,650**	$25,297	2,262	**$26,354**	$25,155
Business Administration (incl. Management Science)	684	**23,768**	22,950	579	**22,787**	21,776
Distribution Management	43	**24,531**	24,305	30	**26,587**	24,043
Economics & Finance (incl. Banking)	1,240	**25,172**	24,698	642	**25,131**	24,732
Hotel/Restaurant Management	54	**21,234**	19,770	66	**20,719**	19,561
Human Resources (incl. Labor Relations)	42	**25,087**	23,635	62	**21,882**	21,935
Management Information Systems	277	**27,724**	26,994	198	**27,170**	26,503
Marketing/Marketing Management (incl. Research)	803	**23,820**	22,911	733	**23,039**	21,991
Real Estate	17	**24,992**	25,204	7	**22,800**	19,416
Communications						
Advertising	29	**21,189**	21,285	36	**20,123**	18,525
Communications	115	**21,621**	21,268	149	**20,340**	20,484
Journalism	28	**16,906**	21,249	75	**19,787**	19,531
Telecommunications/Broadcasting	31	**20,834**	20,331	33	**20,399**	20,026
Education						
Elementary Education	54	**20,351**	19,084	320	**18,941**	18,709
Pre-Elementary Education	+	*	N/A	27	**17,130**	N/A
Physical Education	29	**19,898**	19,917	15	**18,358**	19,154
Special Education	8	**20,810**	19,781	78	**19,726**	19,819
Home Economics						
Human Ecology	+	*	18,560	12	**18,292**	18,964
Textiles & Clothing	6	**21,377**	22,900	127	**20,787**	19,612
Merchandising Management	5	**21,319**	24,520	48	**19,633**	19,167
Humanities & Social Sciences						
Foreign Languages	18	**24,464**	22,618	20	**21,980**	20,467
Letters	49	**22,357**	22,303	108	**20,266**	20,064
Visual & Performing Arts	26	**22,399**	17,899	42	**19,262**	19,288
Humanities-Other	51	**24,345**	22,219	53	**22,998**	22,499
Criminal Justice	19	**21,117**	22,397	12	**18,517**	19,887
History	45	**23,378**	23,391	15	**20,119**	23,279
Political Science/Government	94	**24,465**	24,088	56	**22,344**	21,906
Psychology	60	**21,368**	20,386	123	**20,038**	18,882
Sociology	17	**21,799**	20,721	27	**19,116**	17,929
Social Sciences-Other	51	**24,224**	23,930	71	**20,711**	21,018
Engineering						
Aerospace & Aeronautical	243	**30,410**	29,428	35	**30,847**	29,457
Agricultural	44	**29,783**	26,772	9	**31,589**	22,408
Architectural	47	**28,990**	25,720	10	**29,858**	25,093
Bioengineering & Biomedical	20	**30,311**	26,759	27	**30,667**	29,817
Chemical	1,293	**35,156**	32,989	580	**34,922**	32,865
Civil	951	**27,967**	26,884	195	**28,396**	27,926

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1990	- Men - Average $ Offer July 1990	- Men - Average $ Offer September 1989	- Women - Number of Offers July 1990	- Women - Average $ Offer July 1990	- Women - Average $ Offer September 1989
Continued . . .						
Computer	267	$31,217	$30,319	64	$31,192	$30,003
Electrical	2,172	31,791	30,585	452	31,941	30,642
Environmental Engineering	4	29,788	1,869	1	24,960	2,284
Industrial	528	30,179	29,528	327	31,302	29,894
Mechanical	2,310	32,098	30,389	485	32,486	31,041
Metallurgical	129	32,440	30,535	32	32,298	30,880
Mining	37	29,928	26,406	3	24,000	28,583
Nuclear	28	30,828	31,033	7	31,005	28,214
Petroleum	116	35,345	32,762	22	35,994	33,053
Textile	2	33,504	26,641	1	34,000	26,600
Engineering Technology	271	28,912	28,359	28	28,830	28,219
Industrial Technology	60	26,928	26,694	3	20,833	27,044
Agriculture & Natural Resources						
Agribusiness	86	21,455	22,241	20	23,792	21,782
Animal Sciences	31	19,586	19,362	11	18,065	19,191
Plant Sciences	22	21,561	19,154	6	21,132	15,724
Natural Resources	14	18,489	22,245	2	19,153	16,901
Other Agricultural Sciences	41	24,383	22,083	8	22,438	19,661
Computer Sciences						
Computer Science	784	29,778	28,723	234	29,569	28,496
Computer Programming	51	26,331	28,828	19	29,361	26,214
Information Sciences & Systems	188	26,201	25,985	157	28,776	27,073
Systems Analysis	6	31,330	28,649	8	31,808	29,059
Health Sciences						
Allied Health	7	34,480	25,481	77	26,257	23,977
Health Sciences	5	17,799	22,012	23	21,103	21,321
Nursing	8	28,150	24,692	112	28,210	24,927
Pharmacy	19	37,757	36,892	20	35,554	36,750
Sciences						
Actuarial	46	27,912	26,501	18	27,237	27,248
Architectural & Environmental Design	72	25,596	25,374	7	20,970	21,293
Biological	35	22,519	23,903	27	20,045	19,442
Chemistry	68	27,755	27,182	39	29,046	25,072
Geological	20	24,892	23,966	5	16,358	21,850
Mathematics (incl. Statistics)	111	26,274	27,075	143	27,006	25,801
Physics	34	28,973	27,848	8	31,899	28,692
Other Physical & Earth Sciences	3	22,300	21,616	6	20,468	24,495
Polymer Science	6	32,234	N/A	*	*	N/A
Textile Science	19	26,982	N/A	5	26,400	N/A
	16,171			9,262		

N/A - No historic data available
* Not computed for fewer than 20 offers

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	July 1990	July 1990	September 1989	July 1990	July 1990	September 1989
FINANCE						
Accounting (Public)	1,585	$26,996	$25,722	1,750	$26,881	$25,732
Accounting (Private)	552	25,751	23,708	569	24,796	23,349
Commercial Banking (Consumer)	98	21,732	22,038	127	21,207	21,290
Commercial Banking (Lending)	170	23,807	22,680	95	24,380	23,138
Investment Banking (Corporate Finance)	52	28,954	27,176	28	28,500	24,879
Investment Banking (Mergers & Acquisitions)	9	27,923	29,643	7	25,691	27,950
Investment Banking (Real Estate)	5	24,800	25,300	9	25,576	18,609
Investment Banking (Sales & Trading)	16	25,225	24,674	12	20,937	22,975
Financial/Treasury Analysis	366	27,043	27,132	218	26,726	25,410
Portfolio Management/Brokerage	39	24,315	24,736	33	22,949	22,123
Insurance (Underwriting)	95	23,725	21,960	62	23,456	21,729
Insurance (Claims)	54	23,353	N/A	62	22,372	N/A
COMMUNICATIONS						
Design/Graphic Arts	9	25,352	23,016	16	19,555	18,711
Media Planning	13	20,326	20,298	8	20,490	20,232
Reporting	11	17,591	15,417	10	15,401	19,500
Production	37	26,415	23,854	16	23,844	20,827
Public Relations	27	21,872	22,835	49	19,398	18,532
Writing/Editing	17	19,295	21,016	48	18,400	19,901
MARKETING						
Advertising	24	22,937	19,999	39	19,762	19,102
Brand/Product Management	114	25,961	24,670	94	24,126	22,289
Buyer/Merchandising	154	23,859	22,594	303	22,507	21,630
Distribution	71	26,389	N/A	47	25,556	N/A
Market Research	45	25,962	27,134	31	25,453	23,539
Purchasing	26	24,278	N/A	28	23,488	N/A
Sales	1,002	25,299	23,680	581	23,965	22,274
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	15	21,573	19,872	23	20,855	19,441
Finance, Taxation, Monetary Policy	26	23,192	24,918	43	22,335	23,587
Economic Programs	9	25,456	21,375	7	27,528	20,640
Law Enforcement	27	25,798	22,859	6	25,750	20,757
Military	85	22,282	22,282	13	21,505	20,855
National Security	5	27,318	25,610	4	24,376	21,580
Urban/Regional Planning	13	25,998	23,249	4	22,673	21,915
ENGINEERING						
Bioengineering	53	33,371	31,233	8	30,965	30,160
Design/Construct	1,331	29,891	28,787	201	30,083	29,201
Environmental/Sanitation	164	29,356	27,727	42	29,457	29,889
Manufacturing/Industrial	1,244	31,907	30,431	390	32,381	30,776
Systems/Programming	296	31,039	30,187	76	31,273	29,536
Power Systems	323	31,748	30,017	68	31,665	30,530
Software Design & Development	274	31,500	30,453	72	32,390	30,937
Hardware Design & Development	230	32,481	30,866	64	32,529	30,991
Research & Development	441	32,003	30,778	137	33,325	30,285
Testing	196	30,301	29,034	47	30,330	28,804
Process Engineering	1,002	35,057	31,836	388	34,800	32,098
Project Engineering	915	32,022	N/A	215	32,955	N/A
Other Engineering	1,674	31,351	30,499	443	31,334	30,990
HEALTH CARE						
Administrative	10	23,923	N/A	21	22,019	N/A
Industrial Hygiene	1	16,000	N/A	*	*	N/A
Medical Technology	4	27,251	N/A	22	22,509	N/A
Nursing / Personal Care	8	27,338	24,939	112	28,010	24,959

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

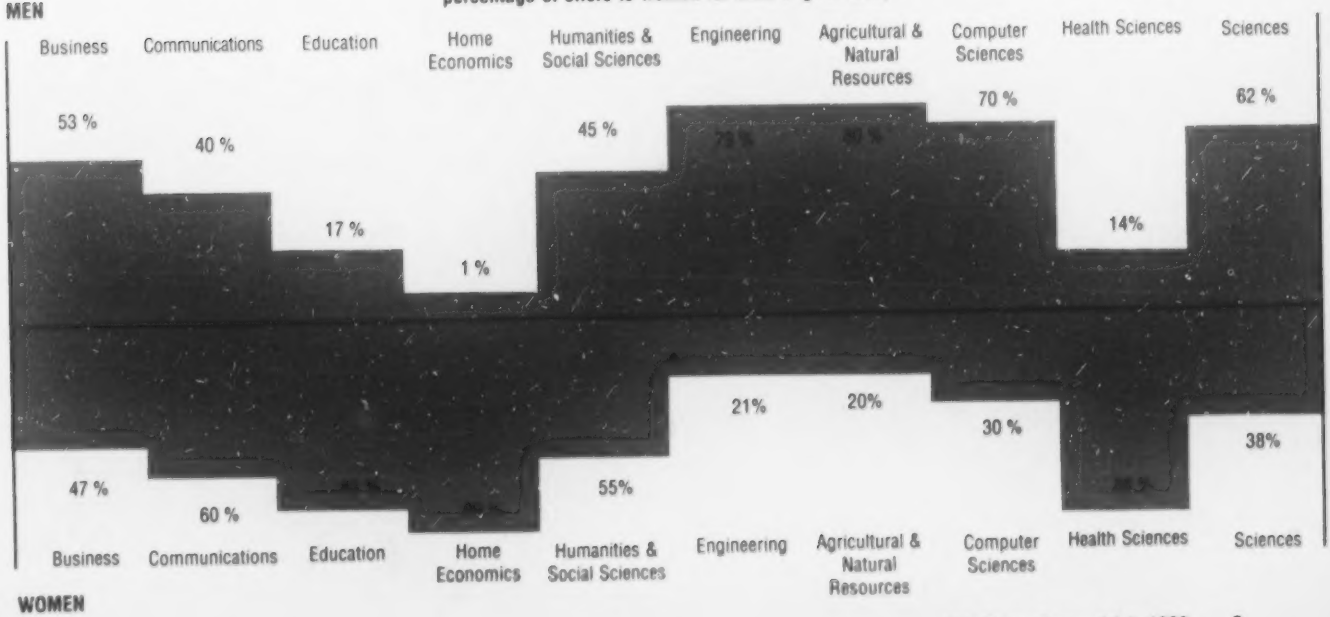
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers	- MEN - Average $ Offer		- WOMEN - Number of Offers	- WOMEN - Average $ Offer	
	July 1990	July 1990	September 1989	July 1990	July 1990	September 1989
Continued . . .						
Occupational Therapy	2	$23,275	N/A	17	$26,299	N/A
Pharmacist	14	39,469	N/A	12	37,903	N/A
Physical Therapy	5	30,667	N/A	36	29,147	N/A
Respiratory Therapy	7	25,447	N/A	1	27,600	N/A
Other Health Related	25	20,638	$33,140	31	21,002	$29,743
SOCIAL SERVICES						
Administration	13	21,381	23,152	24	16,803	19,364
Counseling	19	19,685	18,249	37	15,442	17,430
Fundraising/Development	8	16,250	21,100	8	15,325	17,572
Social Work	6	17,003	18,018	36	17,719	15,991
COMPUTER SCIENCE						
Computer Programming	626	28,597	27,842	317	28,478	27,002
Information Systems	289	28,302	26,830	184	27,722	26,677
Systems Analysis & Design	344	29,655	28,572	144	29,552	27,861
OTHER FUNCTIONAL AREAS						
Actuarial	54	30,795	28,346	41	29,113	28,532
Agricultural/Natural Resources	112	20,451	21,312	18	18,495	19,738
Architecture	21	21,744	23,101	2	18,700	19,803
Consulting	495	28,901	28,697	263	28,547	27,789
Human Resources/Industrial Relations	39	24,455	23,772	84	23,053	22,271
Management Trainee	949	22,972	22,665	786	21,429	21,385
Mathematician/Statistician	15	25,160	25,524	14	23,680	25,573
Paralegal	6	19,276	22,130	24	19,898	20,387
Research (Nontechnical)	19	21,624	24,201	12	19,868	21,827
Research (Technical)	27	28,210	23,286	26	27,386	21,536
Teaching	138	20,197	19,262	497	18,896	18,904
	16,171			9,262		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,922 3182 $30,800 $23,000	$25,200 1	$23,000 1	$23,802 62 $28,000 $18,500	$26,371 7	$23,893 14	$21,910 16	$28,294 17	$20,400 3	$24,574 77 $27,500 $20,000		$23,536 14	$23,828 49 $27,000 $19,200		$21,836 52 $25,200 $18,000	$22,000 1		$23,849 4
Business Administration - incl. Management Science	$27,810 55 $33,000 $20,000	$19,500 5		$23,045 80 $28,000 $19,000	$25,520 10	$22,350 27 $28,800 $15,000	$25,178 18	$26,695 60 $30,000 $23,500	$27,833 3	$22,404 42 $30,000 $15,000	$20,494 18	$19,738 27 $21,600 $18,000	$23,171 114 $27,000 $19,200	$23,170 6	$20,611 283 $25,000 $16,500	$30,000 1		$19,286 6
Distribution Management	$27,500 1					$15,000 1	$23,000 1								$19,863 6			
Economics & Finance (incl. Banking)	$27,449 95 $30,996 $25,000	$17,000 1	$22,000 1	$23,485 429 $28,000 $18,500	$29,266 81 $33,000 $23,000	$25,923 24 $29,500 $24,000	$25,177 26 $28,500 $19,500	$28,433 171 $32,000 $25,000	$28,000 2	$25,134 182 $31,500 $18,000	$20,756 9	$21,606 18	$24,258 152 $30,000 $20,000	$27,000 1	$22,408 139 $27,000 $18,200	$22,665 3		$24,200 5
Hotel / Restaurant Management							$27,000 1				$21,083 18	$20,729 92 $23,000 $18,000			$21,500 1			
Human Resources (incl. Labor Relations)		$25,000 1		$22,331 8		$25,000 1				$21,167 3	$23,000 2	$19,171 7	$22,888 24 $26,000 $18,000	$28,000 1	$20,270 10	$17,250 2		
Management Information Systems	$30,299 16			$25,313 8	$31,475 2	$27,500 11	$27,052 52 $30,000 $24,000	$28,134 50 $32,200 $22,992	$28,000 1	$27,421 6	$26,250 4	$28,915 2	$26,488 62 $28,000 $24,996		$24,579 27 $27,000 $19,000	$23,000 1	$25,000 1	
Marketing/Marketing Management (incl. Research)	$23,499 5	$20,064 11	$24,500 1	$21,735 46 $26,000 $18,500	$29,874 6	$23,342 27 $26,500 $18,000	$23,563 45 $28,000 $18,200	$27,217 24 $31,000 $25,000	$14,400 1	$23,000 29 $30,000 $18,000	$20,417 18	$19,620 18	$22,762 81 $27,000 $18,000	$20,000 1	$22,126 486 $27,000 $18,000	$27,123 4	$22,100 3	$19,922 9
Real Estate	$28,125 4									$21,120 3		$20,000 1	$21,333 3					
Advertising		$18,603 20 $24,000 $14,520		$15,680 2		$21,943 7	$22,998 2			$22,167 3		$30,000 1	$22,750 2		$21,971 7			$21,000 2
Communications		$15,736 11		$22,000 10	$32,000 1	$17,725 17	$17,400 5	$23,743 7		$21,650 10	$21,750 4	$18,300 9	$21,216 10		$20,251 56 $24,000 $15,000			$19,344 9
Journalism		$14,633 3		$25,000 1		$15,900 17	$22,500 2					$17,073 3	$21,271 7		$20,299 10			$17,293 15
Telecommunications/ Broadcasting		$22,000 2		$24,000 2		$17,650 12		$24,000 1				$23,000 1	$22,971 11		$19,121 14			
Elementary Education						$18,000 1									$25,000 1			
Pre-Elementary Education																		
Physical Education					$13,000 1				$15,000 1		$17,333 3				$18,000 1		$25,000 1	
Special Education																		

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$18,493 2		$21,500 4			$20,000 1
Textiles & Clothing															$20,196 118 $23,000 $17,500			
Merchandising Management		$12,480 1													$19,749 47 $23,004 $15,000			
Foreign Languages				$18,560 3		$22,000 1	$19,200 1			$26,004 1		$20,000 1		$33,000 1	$22,395 8			$30,000 1
Letters	$30,167 3	$18,857 7		$22,107 14	$31,500 3	$17,333 3	$21,850 6	$26,229 7		$17,000 3	$19,000 4	$20,000 1	$23,881 16	$21,850 3	$19,950 14	$21,000 2		$19,825 4
Visual & Performing Arts					$30,000 1	$17,206 2				$17,100 1		$22,496 2		$19,000 1	$22,845 11	$21,000 1		$21,000 1
Humanities-Other		$30,000 1		$22,500 3	$21,250 2	$26,500 4	$45,000 2	$32,200 1		$23,000 1	$17,500 1	$19,267 6	$24,245 9	$19,000 1	$20,782 32 $23,000 $18,000	$23,000 1		
Criminal Justice					$19,100 2							$14,000 1	$24,760 2	$18,360 4	$17,846 6		$22,167 3	
History	$32,000 1		$20,000 1	$22,667 3	$28,163 6	$24,000 3	$28,200 1	$23,004 1		$29,000 1	$17,740 2	$16,720 2	$23,500 5		$21,410 10	$28,000 1		
Political Science / Government		$23,000 2		$23,000 10	$30,000 9		$28,650 2	$30,623 13		$24,375 4	$20,060 2		$25,530 18	$20,100 9	$22,479 29 $25,000 $17,000			
Psychology	$34,250 2	$40,000 1		$19,930 8	$25,250 4	$24,300 2	$20,001 3	$24,950 2		$25,167 3	$19,925 4	$19,700 2	$24,217 6		$21,350 52 $25,000 $18,000	$20,000 3	$27,000 1	
Sociology				$22,400 3		$19,200 1	$17,004 1			$17,000 1	$21,000 1		$26,500 2		$18,932 11			
Social Sciences-Other	$36,000 2	$22,667 3		$19,929 12	$30,885 13	$18,000 1	$20,922 5	$30,667 6		$26,000 4	$21,000 1		$24,833 3	$20,240 5	$22,000 6			$17,500 2
Aerospace & Aeronautical Engineering								$30,455 11	$30,360 1	$31,000 1								
Agricultural Engineering								$24,996 2	$28,320 1						$29,004 2			
Architectural Engineering								$27,745 11	$25,000 5									
Bioengineering & Biomedical Engineering					$36,000 1			$31,417 6										
Chemical Engineering	$28,500 1	$28,200 1						$33,124 33 $36,000 $28,200	$32,146 15									
Civil Engineering			$20,750 4					$29,121 106 $31,500 $25,000	$28,448 124 $32,000 $25,200				$31,650 1					
Computer Engineering	$33,000 1			$25,000 1	$32,000 4	$34,000 6	$30,772 27 $35,000 $27,000	$30,920 23 $32,500 $29,000	$27,000 2	$33,500 2			$23,190 3		$17,000 1			

Curriculum - Continued

SERVICE EMPLOYERS

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,420 7		$30,555 4		$40,000 1	$32,523 83 $35,500 $30,000	$33,093 51 $35,520 $30,000	$30,817 119 $34,000 $27,500	$31,319 43 $33,480 $28,000	$31,675 8			$33,363 4		$26,000 4	$36,400 1	$25,343 1	
Environmental Engineering								$26,480 2	$30,384 3									
Industrial Engineering	$31,450 10			$30,700 5	$32,786 7	$31,643 7	$33,616 5	$29,829 100 $32,000 $26,000	$27,705 11	$31,000 2		$36,000 1	$31,701 4		$25,275 4			$29,000 2
Mechanical Engineering	$31,700 5		$32,500 1		$35,000 1	$31,623 8	$30,640 10	$30,793 126 $34,000 $27,500	$31,235 43 $33,000 $28,800				$30,750 2		$24,000 1			
Metallurgical Engineering								$30,000 3										$30,000 1
Mining Engineering								$26,300 5	$26,660 7									
Nuclear Engineering								$34,000 1	$32,000 1									$15,000 1
Petroleum Engineering								$31,600 3	$32,171 7									
Textile Engineering																		
Engineering Technology						$28,927 10	$28,700 8	$26,367 10	$23,657 14		$30,000 1		$35,000 2		$20,667 3	$27,500 1		
Industrial Technology								$34,002 1										
Agribusiness	$25,500 1			$19,300 3				$24,240 2	$24,720 1	$20,000 1	$20,400 5	$21,000 1	$30,000 1		$19,671 7			
Animal Sciences						$13,000 1		$16,000 1										
Plant Sciences								$25,000 1										
Natural Resources											$17,800 1				$12,000 1			
Other Agricultural Sciences				$19,500 1														
Computer Science	$31,550 10	$33,000 1		$27,774 11	$30,417 6	$30,387 52 $33,800 $26,500	$29,180 156 $34,000 $24,000	$29,618 80 $32,000 $27,000	$30,217 6	$29,436 12			$26,201 30 $28,008 $22,000		$25,756 14	$29,000 2	$25,353 1	$27,000 6
Computer Programming				$30,000 1	$35,000 1	$29,750 1	$27,440 10	$29,944 9		$28,500 1			$27,567 3		$20,000 1			
Information Sciences & Systems	$29,185 31 $32,000 $27,000			$28,225 8		$29,387 31 $33,700 $26,500	$28,742 25 $30,000 $23,000	$29,146 25 $32,200 $27,000	$29,000 1	$26,825 4	$18,650 2	$26,400 1	$25,876 22 $29,000 $27,000		$26,001 13	$26,000 1		$30,000 1
Systems Analysis						$32,000 2	$28,000 1	$32,167 3										

Curriculum - Continued

Curriculum	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences				$21,996 1				$13,000 1				$10,000 1	$22,800 1		$13,250 1			
Nursing																		
Pharmacy															$42,886 10			
Actuarial								$33,200 8			$29,584 3		$30,872 36 $33,300 $28,800					
Architectural & Environmental Design	$27,000 1	$18,498 2	$20,478 18			$20,400 1		$28,600 1	$25,500 2	$24,958 1			$30,000 1					
Biological								$25,500 4	$31,500 2		$21,000 1	$14,000 1	$25,500 3		$28,124 4			
Chemistry					$31,250 2			$27,500 2					$27,000 1		$29,000 1			
Geological								$21,000 2	$22,100 2			$18,000 1	$30,000 1					
Mathematics (incl. Statistics)	$30,125 8			$23,522 9	$31,000 8	$28,110 10	$27,772 18	$29,342 24 $33,300 $25,000		$24,280 8	$19,450 2		$27,996 48 $32,400 $22,000		$21,000 5			
Physics					$29,500 1	$44,000 1	$33,050 2	$25,384 3	$20,000 1		$22,000 1							
Other Physical & Earth Sciences								$15,000 1										
Polymer Science																		
Textile Science							$27,000 1											

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,975 3366 $30,800 $23,000	$19,242 70 $24,996 $14,000	$22,375 4	$23,182 703 $28,000 $18,500	$28,322 146 $33,000 $21,300	$21,934 178 $28,800 $14,000	$24,665 189 $29,000 $18,000	$27,993 360 $32,000 $24,000	$23,464 11	$24,382 374 $30,500 $17,500	$20,654 91 $24,000 $17,000	$20,479 298 $23,000 $16,700	$23,776 573 $28,000 $18,200	$20,835 33 $22,200 $14,300	$21,393 1459 $27,000 $17,500	$22,899 29 $27,996 $17,000	$23,311 9	$19,777 59 $27,000 $13,780
Technical Curricula	$30,383 75 $34,500 $27,000	$24,549 4	$23,642 27 $31,000 $17,000	$26,273 40 $31,000 $19,500	$32,063 32 $36,000 $29,500	$30,997 213 $34,500 $26,500	$29,746 314 $34,500 $25,000	$29,651 818 $33,000 $26,000	$29,164 292 $33,000 $25,000	$28,587 48 $34,000 $22,265	$20,691 16	$20,000 6	$28,245 168 $32,500 $22,800		$26,468 73 $38,000 $18,000	$30,148 5	$25,348 2	$26,891 11

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$33,767 63 $38,000 $30,000	$31,286 7		$37,118 86 $50,000 $27,500	$40,178 10	$37,929 7	$31,488 5	$39,614 38 $63,000 $30,000		$33,984 19	$22,500 2	$30,000 2	$33,788 24 $39,500 $28,000		$30,903 15			$20,500 2
MBA - Technical Undergraduate Degree	$33,149 10	$19,000 1		$30,810 9	$50,000 5	$36,248 4	$33,000 7	$38,450 20 $40,000 $30,000	$43,000 2	$45,000 1			$35,788 7					

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$25,166 9	$19,500 1	$23,854 13	$25,188 33 $27,300 $22,800	$21,374 8	$21,245 54 $24,500 $18,300	$22,971 52 $26,600 $19,000	$27,318 8	$25,500 10	$20,333 6		$18,200 2	$26,000 2	$27,066 20 $33,000 $22,000	$25,984 25 $27,500 $23,500	$26,037 27 $29,000 $19,000	$22,162 17	$28,174 95 $31,000 $25,800
Business Administration - incl. Management Science	$28,400 5	$25,000 4	$23,823 26 $30,000 $15,600	$24,895 14	$18,983 12	$26,389 38 $24,996 $16,000	$21,329 14	$24,417 7	$21,407 9	$18,000 1		$18,782 3	$20,000 1	$25,335 30 $29,120 $20,000	$24,977 8	$26,240 25 $30,000 $18,000	$23,539 18	$26,441 47 $32,400 $21,000
Distribution Management			$23,491 11		$17,496 1	$20,028 3	$18,000 1								$24,605 2	$30,250 2	$23,150 4	$26,296 19
Economics & Finance (incl. Banking)	$25,294 18		$25,184 25 $31,000 $18,000	$26,092 19	$18,113 8	$21,281 51 $25,000 $18,000	$20,425 6		$26,750 6	$24,150 4		$16,000 1	$25,000 5	$26,178 20 $29,004 $23,660	$23,133 6	$26,304 25 $39,000 $24,000	$25,881 7	$28,179 47 $31,000 $23,000
Hotel / Restaurant Management					$23,462 1													
Human Resources (incl. Labor Relations)			$23,667 3	$28,200 1		$27,025 4	$20,583 3		$18,450 1				$18,000 1		$24,000 1	$19,833 3	$24,000 1	
Management Information Systems	$30,000 1	$25,275 8	$25,139 18	$28,207 17	$23,007 3	$20,935 18	$26,500 1		$19,000 2				$24,000 2	$27,158 12	$28,858 11	$33,225 4	$30,160 9	$30,927 22 $32,500 $29,820
Marketing / Marketing Management (incl. Research)	$24,000 5	$17,500 3	$24,414 14	$25,375 12	$21,502 2	$19,905 16	$26,500 2	$19,667 3	$25,253 15	$16,000 1	$18,500 1		$24,000 1	$24,000 3	$23,415 5	$25,849 28 $29,736 $21,000	$24,114 21 $26,400 $22,000	$26,480 88 $30,500 $23,700
Real Estate	$24,969 13																	
Advertising									$21,000 1	$18,000 1						$18,000 2		
Communications		$14,018 2	$20,444 9	$28,820 5	$18,733 6	$18,124 6	$19,050 2	$16,000 1	$30,000 2	$19,300 2	$19,950 4		$18,500 2	$16,000 1		$26,000 5	$19,650 2	$26,194 6
Journalism			$10,000 1		$14,749 4	$15,667 3	$20,000 2		$17,000 2				$15,000 2			$24,000 1		$27,000 3
Telecommunications / Broadcasting					$12,000 1	$13,000 1	$23,400 2		$24,000 1	$18,750 2								$25,125 2
Elementary Education					$19,111 350 $23,966 $12,800	$20,000 1	$19,460 3			$15,000 1		$18,050 2	$21,570 2					$16,000 1
Pre-Elementary Education					$17,762 21 $22,347 $10,400		$19,050 1	$12,000 1	$21,000 1			$9,048 1						
Physical Education					$20,435 84 $23,000 $17,000	$15,000 1	$16,733 3	$16,332 3				$17,500 2						$27,200 1
Special Education					$19,744 81 $23,000 $17,000		$19,175 2		$23,000 1			$17,000 1						

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,000 1		$15,558 1		$15,320 2			$12,500 1						
Textiles & Clothing					$19,000 1											$28,500 1		
Merchandising Management					$17,004 2													$30,500 1
Foreign Languages		$19,000 1			$19,760 5	$21,312 5					$25,000 1	$15,225 1			$24,500 1			
Letter		$20,500 4			$18,930 31 $24,000 $10,000	$17,868 3	$16,647 3	$16,000 1	$19,500 1	$19,500 1		$14,607 11		$23,910 1				$31,500 1
Visual & Performing Arts					$18,664 34 $22,930 $14,000	$30,000 1		$12,000 1			$17,000 1	$17,800 1						
Humanities-Other		$17,000 1	$19,800 2		$19,438 5	$21,475 4		$25,200 1	$24,000 1	$42,750 2		$27,000 1		$22,500 1		$45,000 3		$26,640 2
Criminal Justice			$15,600 1	$26,400 1	$22,500 1	$18,831 3	$23,815 6		$12,000 1									
History		$27,500 1	$24,000 1	$18,000 1	$17,460 6	$22,754 8	$16,977 2			$22,000 1	$20,000 1	$20,500 1						
Political Science / Government	$24,500 2	$31,000 1	$17,425 4	$20,000 1	$18,722 2	$20,799 14	$21,156 9	$18,240 1			$20,000 1	$15,794 2	$12,000 1		$20,868 2	$27,000 1	$29,400 1	$31,052 2
Psychology	$14,000 1	$19,000 1	$23,752 2	$22,000 1	$18,372 18	$19,630 5	$18,578 13	$18,020 8	$14,578 9			$16,888 19	$18,002 2			$30,000 1	$25,000 1	
Sociology			$15,600 1		$18,560 2	$17,372 2	$26,718 4		$21,000 1	$12,700 1		$15,345 7						
Social Sciences-Other	$24,996 1	$18,850 2	$21,442 2		$17,026 5	$24,050 6	$20,460 6	$19,500 1	$13,721 5	$19,150 2		$14,442 15	$17,000 1					$32,500 1
Aerospace & Aeronautical Engineering		$32,956 2	$33,000 1			$26,563 33 $29,400 $25,200	$26,500 1							$31,032 104 $33,394 $28,500	$32,000 1	$28,933 3		$32,100 1
Agricultural Engineering				$27,600 1		$30,396 1	$24,000 1							$30,660 1	$29,247 9	$32,914 11	$21,600 1	
Architectural Engineering				$33,000 1			$25,331 4										$29,348 27 $33,000 $27,000	
Bioengineering & Biomedical Engineering		$30,120 1		$28,500 1		$26,246 2		$27,000 1	$29,297 3					$28,998 2		$31,324 1		$31,863 6
Chemical Engineering	$37,000 1	$34,385 6		$33,102 8	$36,200 1	$27,477 24 $34,740 $25,000	$30,903 6						$25,700 1	$32,993 6	$34,133 5	$32,676 22 $34,500 $32,000	$34,100 32 $36,500 $30,600	$35,065 837 $38,900 $33,500
Civil Engineering	$38,500 1	$28,660 5	$25,489 110 $27,791 $23,532	$31,046 45 $33,600 $28,200		$25,341 73 $27,000 $21,996	$25,989 215 $30,000 $22,851		$27,300 2		$28,950 1			$28,884 11	$30,867 3	$30,014 7	$29,432 129 $32,000 $24,600	$31,747 18
Computer Engineering		$32,340 6		$31,496 8	$26,144 5	$26,923 22 $30,504 $25,343	$23,795 2	$33,000 1	$30,996 1				$23,588 1	$31,601 24 $33,300 $30,000		$33,488 3	$26,880 2	$32,950 11

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$32,875 33 $36,500 $30,000	$33,226 8	$31,960 225 $33,696 $30,396	$27,587 7	$26,421 187 $30,960 $21,400	$26,656 9	$25,080 2	$20,000 1					$31,427 277 $33,280 $28,900	$30,285 8	$32,213 129 $34,200 $30,500	$31,834 18	$33,751 84 $36,000 $30,120
Environmental Engineering																		
Industrial Engineering		$34,733 3	$28,967 9	$30,737 26 $33,000 $28,500		$25,400 53 $30,396 $21,000		$29,820 5						$30,848 46 $32,700 $27,588	$30,780 11	$32,040 84 $33,600 $30,000	$30,577 34 $33,600 $26,004	$31,537 77 $33,600 $29,100
Mechanical Engineering		$31,443 24 $33,600 $29,000	$31,762 13	$31,764 127 $33,700 $28,674	$24,341 3	$25,841 108 $30,000 $21,200	$27,723 6	$33,300 2	$33,867 3	$26,232 1			$32,000 1	$30,614 262 $33,000 $28,000	$31,297 74 $34,000 $27,600	$32,194 324 $34,200 $29,760	$31,242 66 $34,200 $27,000	$33,961 248 $36,000 $32,000
Metallurgical Engineering		$32,000 1		$29,700 2		$26,768 4								$36,500 2	$35,400 1	$33,050 22 $34,000 $31,500	$31,190 2	$33,585 4
Mining Engineering				$31,800 1			$25,160 1										$28,500 1	
Nuclear Engineering		$32,500 2		$30,561 9		$26,324 2	$27,500 1							$30,132 1				
Petroleum Engineering						$26,050 2	$26,200 1											$31,390 6
Textile Engineering																		
Engineering Technology		$22,800 1		$30,327 10		$23,200 4	$25,000 1							$28,285 45 $30,680 $25,000	$27,000 1	$31,316 23 $35,000 $26,275	$29,741 30 $34,200 $20,000	$30,936 13
Industrial Technology						$21,286 7								$29,880 21 $33,000 $27,996		$30,840 2		
Agribusiness	$18,000 1					$18,200 4	$22,037 6	$18,000 1		$20,000 1					$21,484 46 $26,500 $16,500	$29,736 1		$28,000 2
Animal Sciences		$20,000 1				$16,316 2	$22,860 1	$14,064 1	$17,256 3				$21,500 2	$23,496 1	$18,000 15			
Plant Sciences				$24,496 2	$18,996 1	$21,647 2	$17,452 3		$17,000 1	$22,096 2					$20,064 11			
Natural Resources						$18,503 2	$16,073 6								$22,000 1		$30,000 1	
Other Agricultural Sciences					$20,333 3	$15,000 1	$20,167 3								$23,024 13			$29,500 1
Computer Science		$32,503 16	$28,282 9	$29,895 33 $33,500 $27,600	$20,667 9	$25,314 46 $30,192 $20,000	$24,887 11	$24,000 4	$23,445 4	$20,000 1			$25,267 1	$31,439 72 $33,000 $28,860	$27,000 1	$29,865 10	$26,892 8	$31,904 54 $33,500 $30,000
Computer Programming			$25,967 3	$30,200 1	$24,139 5	$27,423 3	$19,166 1				$23,500 1					$31,090 1		$29,250 2
Information Sciences & Systems			$24,541 15	$28,029 7	$23,000 1	$22,172 4			$23,833 6					$26,789 9	$33,867 3	$29,700 5	$26,400 1	$31,270 25 $33,000 $28,500
Systems Analysis																$33,660 2		

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$20,631 1			$26,646 65 $31,000 $22,000	$29,000 11			$21,340 2			$25,000 1			$33,000 1
Health Sciences					$20,237 1	$15,000 2	$16,000 1	$22,000 11	$23,247 9				$15,000 2					
Nursing					$27,500 5		$27,300 1	$28,188 103 $34,000 $21,000	$29,626 10					$28,500 1				
Pharmacy								$34,119 7							$34,032 1			$33,052 10
Actuarial					$23,406 1	$18,606 2	$18,996 1						$12,000 2		$19,074 4			$16,000 1
Architectural & Environmental Design	$32,000 1			$20,850 2			$23,749 4										$27,500 38 $29,400 $24,180	
Biological		$17,750 4			$19,822 10	$19,840 6	$17,299 5	$23,286 9		$11,440 1			$12,000 1					$27,124 6
Chemistry		$22,500 1			$18,750 4	$20,450 2	$21,000 1		$21,500 1								$20,100 1	$29,000 65 $31,200 $23,200
Geological		$25,496 2			$18,750 2	$24,663 3	$17,300 2	$12,480 1										
Mathematics (incl. Statistics)		$30,000 1	$23,333 3	$27,919 5	$20,637 23 $24,750 $18,000	$20,861 22 $23,741 $19,493	$31,700 1	$26,000 1						$31,620 10		$30,420 1	$20,853 3	$29,040 5
Physics				$33,500 4	$25,400	$23,300 4								$29,438 5		$31,000 1		$34,000 1
Other Physical & Earth Sciences				$16,305 1			$14,000 1		$30,000 1									$20,400 1
Polymer Science																		$31,428 3
Textile Science																		$29,000 1

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,287 55 $30,000 $19,500	$21,911 29 $27,500 $17,000	$23,496 127 $28,000 $16,800	$25,506 105 $29,000 $20,100	$19,116 636 $24,000 $13,000	$29,916 239 $25,200 $16,056	$21,464 138 $27,000 $16,700	$21,127 36 $30,000 $15,000	$21,669 70 $30,000 $14,000	$21,812 25 $26,000 $16,000	$29,700 0	$15,641 72 $18,845 $12,000	$21,007 22 $26,000 $17,000	$25,970 80 $29,120 $22,080	$25,771 60 $30,000 $21,600	$26,615 128 $30,000 $18,720	$24,015 77 $29,400 $18,000	$27,477 301 $31,536 $23,750
Technical Curricula	$31,375 4	$31,370 100 $35,500 $26,000	$26,585 171 $32,100 $23,532	$31,306 519 $33,720 $28,200	$22,521 83 $27,000 $17,125	$25,488 626 $30,396 $20,195	$25,297 296 $30,000 $21,000	$27,328 219 $33,000 $20,571	$29,717 93 $33,000 $17,364	$29,011 8	$29,750 2	$21,349 2	$19,697 11	$30,978 904 $33,100 $28,000	$26,710 388 $33,300 $17,500	$32,972 658 $34,200 $29,000	$29,610 393 $34,200 $25,000	$33,925 1495 $36,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$37,700 5	$38,300 2	$37,100 14	$34,764 9	$27,167 3	$26,513 15	$30,167 0	$30,000 3	$34,078 4	$22,500 1		$30,000 1		$37,219 5	$38,073 0	$39,594 32 $46,900 $34,200	$33,633 3	$30,435 39 $48,000 $32,000
MBA - Technical Undergraduate Degree			$34,950 2	$41,000 5			$37,000 1							$38,440 3		$38,000 0		$38,449 9

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$26,484 27 $33,000 $25,560	$26,971 42 $29,500 $24,000	$26,151 43 $30,000 $20,000	$28,000 5	$25,079 13	$23,410 2	$24,067 6	$26,282 18	$27,350 211 $79,000 $25,200	$25,750 2	$27,700 6	$28,917 9	$25,488 6	$25,000 3	$26,630 22 $28,000 $25,000	$25,272 77 $28,800 $20,000
Business Administration - incl. Management Science	$25,488 36 $28,200 $18,300	$25,881 27 $29,400 $21,000	$24,922 46 $29,000 $21,000	$22,466 5	$25,300 13		$27,161 5	$24,688 11	$27,022 26 $30,000 $24,000	$25,000 1	$23,488 4	$25,488 3	$32,502 2	$25,007 10	$25,294 5	$22,641 51 $27,600 $17,060
Distribution Management		$26,600 3	$31,545 11	$28,200 1	$25,750 2			$28,200 1	$26,750 4		$26,833 6			$24,000 1		$28,000 1
Economics & Finance (incl. Banking)	$25,670 36 $30,000 $20,500	$25,932 46 $30,000 $22,500	$27,001 49 $31,500 $22,020	$27,344 16	$21,943 7		$26,112 9	$27,430 18	$26,988 55 $30,000 $25,000	$26,340 6	$26,488 2	$25,556 9	$28,000 3	$23,655 8	$27,128 10	$23,858 22 $28,000 $20,000
Hotel / Restaurant Management									$27,000 1							$21,433 5
Human Resources (incl. Labor Relations)	$24,000 1	$26,388 5	$30,000 1	$21,200 1	$24,500 1	$27,000 1	$20,000 1	$29,188 2	$26,829 7					$28,841 7		
Management Information Systems	$29,125 28 $32,400 $26,000	$28,502 17	$29,000 6		$27,688 5			$27,128 5	$29,217 42 $30,684 $27,492			$27,145 5		$21,188 2	$27,721 4	$27,907 4
Marketing / Marketing Management (incl. Research)	$24,963 65 $30,000 $19,000	$24,715 54 $27,000 $21,000	$25,113 90 $30,000 $22,000	$24,388 42 $25,400 $22,800	$23,683 23 $26,000 $21,000		$25,873 15	$21,990 29 $26,000 $16,000	$26,352 38 $29,000 $24,000	$29,488 14	$25,188 2	$25,824 16	$26,757 7	$23,358 21 $26,400 $20,600	$23,383 17	$24,811 68 $30,000 $18,000
Real Estate																
Advertising	$21,250 4	$20,000 1	$22,888 2		$13,488 1			$19,000 1		$21,888 1				$14,000 1		$27,250 4
Communications	$24,225 5	$25,340 5	$22,858 10	$22,125 4	$25,000 1			$24,747 3	$20,600 1	$28,433 3				$18,500 1	$20,500 1	$23,482 15
Journalism	$28,250 2	$21,550 2	$24,967 9					$23,250 1		$26,193 2				$16,000 1		$14,250 2
Telecommunications / Broadcasting		$34,230 1	$22,896 5							$23,888 2						$19,875 4
Elementary Education																$20,347 3
Pre-Elementary Education																$14,200 2
Physical Education	$22,000 1								$38,388 1					$12,000 1		
Special Education		$27,500 1														

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																
Textiles & Clothing			$26,000 1	$30,000 1						$18,000 1				$25,250 12		
Merchandising Management														$21,000 2		
Foreign Languages		$30,000 1	$24,504 1	$26,496 1							$39,000 1			$27,996 1		$29,004 2
Letters	$24,501 3	$31,250 2	$28,000 1					$25,000 1		$19,500 2			$24,000 1	$32,000 1		$23,288 5
Visual & Performing Arts	$20,002 2		$41,700 2	$20,000 1					$23,400 1	$20,000 1						$24,000 3
Humanities Other	$26,250 4		$25,100 4		$19,000 1		$28,000 1	$17,700 2					$27,400 1	$27,500 1		$20,700 3
Criminal Justice																
History																$27,000 1
Political Science / Government	$27,000 1		$22,900 4	$26,500 1				$27,150 2			$22,500 2			$22,700 3	$19,000 1	$15,600 2
Psychology	$21,000 2	$21,075 4	$24,500 1	$23,000 1				$24,500 2						$28,333 3	$22,500 1	$18,498 4
Sociology		$18,500 1	$28,167 3							$14,500 1	$35,000 1					
Social Sciences-Other			$26,000 2	$50,004 1	$24,000 1			$26,500 1							$19,000 1	$24,600 5
Aerospace & Aeronautical Engineering	$33,250 4	$32,227 6	$26,000 1						$32,500 2						$30,102 4	$29,201 12
Agricultural Engineering			$31,267 22 $35,000 $29,000						$30,000 2		$32,000 1				$19,000 1	$32,000 1
Architectural Engineering									$33,300 9							
Bioengineering & Biomedical Engineering	$27,500 1	$32,255 3						$35,400 1	$33,000 1			$31,833 3			$31,003 3	$28,624 9
Chemical Engineering	$33,000 6	$34,662 43 $36,000 $32,500	$34,788 42 $36,600 $33,000	$35,615 24 $36,300 $35,400	$33,014 10	$33,600 3	$34,747 11	$35,237 79 $36,300 $34,000	$36,114 523 $38,500 $34,000	$30,175 4	$35,057 40 $36,000 $34,200	$33,657 7	$33,433 3	$35,176 10	$34,950 42 $36,300 $33,400	$35,123 20 $36,500 $32,000
Civil Engineering	$34,250 2	$30,742 8	$31,000 3	$33,000 1	$30,400 14	$30,000 3		$32,150 6	$32,534 93 $35,100 $29,000			$26,567 6	$29,400 2		$28,333 12	$28,411 56 $30,200 $25,000
Computer Engineering	$31,787 61 $34,200 $27,996	$32,501 60 $35,000 $30,000		$33,000 1	$31,200 3			$31,217 12	$32,435 14		$31,700 3	$33,133 3		$27,000 1	$31,401 8	$29,750 2

Curriculum - Continued

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,734 225 $35,000 $30,000	$32,401 664 $34,400 $30,000	$32,487 23 $35,000 $30,000	$33,536 9	$32,584 83 $34,200 $31,440	$32,486 7	$32,250 2	$34,003 41 $35,500 $31,500	$34,137 111 $36,000 $31,500		$32,806 7	$31,680 25 $34,100 $28,500	$33,888 8	$34,117 12	$31,513 33 $33,380 $28,835	$30,030 63 $33,500 $26,016
Environmental Engineering																
Industrial Engineering	$32,085 16	$31,428 122 $33,600 $29,000	$31,669 31 $33,100 $29,700	$32,175 8	$31,089 32 $32,500 $29,040		$29,950 4	$32,664 17	$32,918 19		$27,500 3	$31,275 7	$31,900 7	$30,729 7	$30,360 35 $33,000 $27,000	$28,898 39 $32,500 $23,400
Mechanical Engineering	$31,973 37 $33,761 $30,000	$32,099 356 $34,000 $30,000	$33,551 70 $35,400 $31,500	$32,566 10	$31,903 148 $34,140 $30,000	$33,219 5	$33,433 18	$34,096 72 $35,600 $32,000	$34,984 356 $37,500 $31,750	$29,500 2	$33,118 41 $34,200 $32,500	$31,953 33 $34,560 $30,000	$31,749 10	$33,549 24 $35,900 $31,500	$32,581 71 $35,200 $30,000	$30,724 87 $33,600 $28,000
Metallurgical Engineering	$32,500 1	$32,330 10		$34,000 1	$32,678 74 $34,400 $31,200	$32,478 9		$34,800 1	$33,825 4		$35,200 1		$30,618 11		$33,700 2	$31,488 5
Mining Engineering						$30,248 10			$33,875 4						$34,000 1	$31,500 1
Nuclear Engineering		$33,422 9			$32,560 3						$31,700 1		$30,600 1		$32,500 1	$25,850 2
Petroleum Engineering									$36,178 119 $39,600 $30,500							
Textile Engineering								$34,000 1						$34,000 1		$33,000 1
Engineering Technology	$28,239 9	$29,970 36 $32,500 $24,000	$35,000 1		$30,768 18	$32,004 1		$29,138 8	$30,600 19		$28,733 3	$25,023 4		$18,996 1	$28,977 9	$28,646 13
Industrial Technology	$36,000 1	$29,228 9		$30,000 1	$24,000 1			$33,300 1	$30,356 5		$33,996 1	$27,500 4		$27,500 1	$32,250 2	$25,823 6
Agribusiness			$22,100 12				$23,000 1		$28,575 4						$22,750 4	$23,750 2
Animal Sciences			$21,567 12													$14,000 2
Plant Sciences			$24,500 1					$18,246 2							$33,000 1	$25,000 1
Natural Resources							$17,500 1	$19,667 3								
Other Agricultural Sciences			$25,829 24 $30,000 $22,000				$32,500 1								$19,000 1	$23,000 1
Computer Science	$31,196 118 $34,992 $27,000	$31,971 97 $34,500 $30,000	$28,740 5	$31,250 2	$25,771 7		$23,000 1	$29,221 6	$31,985 58 $34,000 $26,800	$24,500 2	$28,827 11	$31,020 3	$25,200 1	$32,250 2	$29,611 7	$29,323 19
Computer Programming	$29,765 9	$29,000 3						$26,000 1	$30,700 8		$32,454 2	$30,000 1			$30,567 3	$25,500 1
Information Sciences & Systems	$29,561 20 $34,000 $27,000	$30,392 12	$27,633 3	$33,000 1	$26,040 5		$30,000 1	$29,418 5	$30,272 35 $32,000 $26,800	$29,000 1	$30,000 1	$28,200 1	$29,850 2		$31,000 5	$29,167 3
Systems Analysis	$24,000 1	$32,400 2									$33,000 1					$31,500 2

Curriculum - Continued

	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																$19,950 2
Health Sciences																
Nursing																$43,667 3
Pharmacy									$24,000 1						$30,995 2	$16,999 3
Actuarial									$30,102 2			$29,200 1			$28,800 1	$23,332 3
Architectural & Environmental Design														$27,250 1	$14,500 1	$23,560 4
Biological			$13,500 1					$15,288 1	$30,492 1							
Chemistry		$34,992 1	$28,704 1		$29,633 3		$31,000 1	$30,800 3	$31,572 10				$29,000 1		$25,675 2	$23,300 4
Geological					$24,000 1				$27,111 5			$29,999 1				$17,154 2
Mathematics (incl. Statistics)	$28,733 13	$30,063 7	$25,200 1		$28,360 1		$25,000 1	$27,775 2	$30,330 10						$25,000 1	$24,333 3
Physics	$30,021 5	$33,783 6		$32,000 2					$32,000 1			$16,000 1				$26,200 2
Other Physical & Earth Sciences								$21,250 2						$22,000 1		$22,500 1
Polymer Science		$33,900 1			$33,120 1								$32,100 1			
Textile Science		$23,000 1							$31,500 1					$26,700 20 $28,500 $25,000		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,971 215 $32,000 $19,000	$25,952 212 $30,000 $21,300	$25,884 291 $30,000 $20,400	$25,400 80 $30,000 $22,500	$24,320 68 $27,000 $19,850	$24,611 3	$25,857 37 $28,800 $20,800	$25,035 80 $28,800 $19,200	$27,375 385 $30,000 $25,000	$21,671 36 $26,000 $16,500	$26,783 24 $28,800 $24,000	$26,848 30 $30,000 $20,000	$27,111 19	$24,320 88 $28,020 $18,000	$25,411 82 $28,600 $22,000	$23,923 880 $30,000 $17,496	
Technical Curricula	$31,798 536 $34,500 $28,000	$32,175 1467 $34,500 $30,000	$30,991 253 $35,400 $24,000	$33,867 90 $35,500 $31,200	$31,830 494 $34,200 $29,500	$31,564 47 $34,000 $29,500	$32,158 42 $35,000 $29,000	$33,228 251 $36,000 $29,000	$34,057 1415 $37,960 $30,000	$31,398 8	$33,839 116 $35,700 $30,300	$31,938 100 $34,560 $26,500	$31,587 47 $34,800 $28,500	$31,688 89 $36,000 $25,800	$31,599 250 $35,400 $27,600	$29,299 374 $33,800 $24,000	

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$38,426 19	$36,187 21 $41,000 $29,000	$39,344 38 $51,000 $30,000	$41,705 14	$32,357 7	$33,000 2	$40,200 1	$35,000 5	$35,706 27 $42,996 $29,500	$32,100 2	$33,000 1	$38,000 1			$45,767 6	$31,241 14
MBA - Technical Undergraduate Degree	$41,941 3	$39,333 6	$38,150 4	$38,500 2	$39,000 2			$35,933 3	$38,000 10					$45,000 2	$36,350 2	

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$26,921 3196 $30,800 $23,000	$25,358 909 $29,000 $20,000	$20,690 10	$26,292 12	$28,420 5	$32,000 1			$26,031 78 $29,100 $21,900	$29,250 2	$28,000 1	$20,884 1						
Business Administration (incl. Management Science)	$26,519 34 $33,000 $20,000	$21,117 27 $27,000 $14,000	$22,997 32 $25,000 $20,000	$22,317 23 $27,000 $19,493	$27,553 8	$21,334 1	$28,500 2	$18,000 2	$25,866 40 $30,000 $21,354	$24,300 15	$23,279 38 $25,000 $20,800	$22,262 38 $25,200 $18,000	$12,000 1			$25,030 4	$18,683 6	$18,200 1
Distribution Management																		
Economics & Finance (incl. Banking)	$27,529 75 $30,996 $25,000	$25,533 148 $30,000 $21,500	$21,657 129 $26,000 $18,000	$24,362 195 $28,000 $20,000	$28,414 41 $33,000 $22,700	$25,645 9	$23,998 7	$24,582 12	$26,945 375 $32,000 $21,000	$24,186 36 $30,000 $16,700	$23,7 60 $28,0 $19,375	$24,181 26 $26,000 $20,804				$29,700 2	$25,800 1	
Hotel / Restaurant Management																	$23,000 1	
Human Resources (incl. Labor Relations)		$20,000 1		$20,000 1					$20,826 2		$23,133 3	$21,633 6						
Management Information Systems	$28,299 10	$27,140 5							$28,293 9	$31,000 1	$13,200 1	$23,000 1				$24,000 1		
Marketing / Marketing Management (incl. Research)	$26,066 6	$24,500 11	$20,653 17	$21,800 13	$19,100 3			$19,375 2	$24,328 12	$22,500 5	$24,057 21 $28,000 $18,000	$22,292 13	$20,000 1	$23,000 2	$17,000 1	$26,000 1	$19,214 7	$17,025 4
Real Estate		$25,200 1		$28,500 2			$30,000 2		$28,667 3	$18,000 1	$20,380 2	$22,000 1						
Advertising									$16,000 1	$18,000 1				$17,000 5		$15,500 1	$19,850 4	$15,000 1
Communications		$28,000 1	$20,067 3	$26,333 3	$32,000 1			$16,800 1	$20,300 5	$29,000 1	$27,000 1	$21,333 6	$17,000 2	$18,500 2	$18,744 5	$21,791 8	$19,775 18	$17,190 5
Journalism									$25,000 1			$15,600 1	$16,996 1	$16,000 1	$15,928 8	$14,400 1	$17,003 7	$17,500 23 $23,200 $13,000
Telecommunications / Broadcasting											$24,375 8	$16,640 1		$21,287 5	$12,500 3	$20,786 7	$16,660 3	$19,000 2
Elementary Education									$25,000 1							$16,000 1		
Pre-Elementary Education																		
Physical Education		$30,996 1			$13,000 1													
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$20,806 1						$20,000 1
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages		$27,996 1	$18,500 2			$26,004 1		$18,500 1									$26,501 3	$23,250 2
Letters	$26,603 6	$22,000 1	$20,250 6	$23,250 4	$30,000 1				$25,250 2		$24,950 4	$22,561 5	$18,000 1	$15,000 1	$13,000 1	$20,000 1	$16,840 5	$19,550 12
Visual & Performing Arts		$14,750 2			$20,000 1				$17,100 1				$20,501 7				$20,445 3	
Humanities-Other		$24,000 1	$18,500 1					$21,250 2			$23,680 5	$22,903 2	$30,000 1			$10,050 1	$35,000 3	$25,500 1
Criminal Justice							$19,200 1				$24,760 2							
History			$19,160 3		$32,000 2				$28,625 4		$21,000 1	$23,250 2		$17,500 1		$26,000 1	$15,000 1	$22,002 2
Political Science / Government	$31,000 1	$23,000 2	$21,083 6	$23,750 2	$35,000 1			$27,000 2	$30,630 10	$24,660 3	$25,750 2	$26,625 4				$19,500 1	$21,665 3	
Psychology		$31,000 1	$17,500 4	$21,000 1	$30,000 2			$24,750 2		$13,750 2	$19,800 2						$17,180 2	$16,801 4
Sociology			$24,000 2									$22,000 1	$14,500 1					
Social Sciences-Other	$28,000 1		$18,739 9	$22,000 1	$30,625 4	$30,000 1		$18,500 1	$31,000 9	$21,660 1	$24,500 1	$26,000 1		$20,000 2			$17,451 4	$17,500 2
Aerospace & Aeronautical Engineering										$31,000 1								
Agricultural Engineering									$24,996 1							$35,000 1		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$36,000 1									
Chemical Engineering													$34,600 1			$28,000 2		
Civil Engineering								$27,300 1	$30,500 1									
Computer Engineering																$33,300 1		

FUNCTIONAL AREA

Curriculum - Continued

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering					$40,000 1	$31,500 1	$32,000 1		$32,233 3				$32,700 1	$32,610 2		$31,679 7	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering	$30,600 1	$28,050 2	$27,500 1		$31,500 2	$31,000 1			$31,625 4	$32,000 1						$33,092 5		
Mechanical Engineering					$32,700 1				$32,750 2				$27,300 1			$32,326 4		
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																$15,000 1		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																		
Industrial Technology																		
Agribusiness	$25,500 1	$25,333 3		$19,300 3			$18,000 1			$28,000 1							$26,000 1	
Animal Sciences																		$17,400 3
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science		$26,520 1			$30,500 2	$26,500 1		$32,000 1	$29,500 1		$18,960 1	$22,500 1			$31,824 1	$26,275 1	$34,500 1	$24,000 1
Computer Programming									$32,500 2									
Information Sciences & Systems		$36,960 1			$36,000 1				$29,500 1									
Systems Analysis																		

CONTINUED ...

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences				$21,996 1								$22,800 1						
Nursing																		
Pharmacy																		
Actuarial																	$15,498 2	
Architectural & Environmental Design	$27,000 1										$30,000 1		$20,721 4				$24,996 1	
Biological		$30,492 1									$22,000 1	$28,500 1						
Chemistry									$31,250 2									
Geological															$17,154 2			
Mathematics (incl. Statistics)	$28,333 3	$14,560 1		$20,367 3	$32,333 3			$26,000 1	$28,521 12	$18,000 1	$23,250 2	$24,033 3	$33,000 1				$15,600 1	
Physics									$29,500 1							$23,912 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$27,000 1					

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,934 3329 $30,800 $23,000	$25,200 1112 $29,000 $20,000	$21,408 224 $25,500 $17,400	$24,133 257 $28,000 $20,000	$28,170 70 $34,000 $21,528	$26,165 13	$25,349 12	$27,782 25 $30,000 $18,000	$26,724 553 $31,200 $21,000	$23,587 60 $30,000 $16,500	$23,629 152 $28,000 $19,800	$27,748 110 $26,500 $18,700	$18,868 16	$19,182 10	$15,832 10	$21,761 30 $29,400 $15,000	$19,919 60 $25,000 $14,400	$18,480 60 $24,000 $13,000
Technical Curricula	$26,917 6	$25,964 9	$27,500 1	$20,137 8	$33,170 10	$30,333 3	$25,000 2	$20,433 3	$30,498 31 $35,000 $27,000	$25,250 4	$23,300 5	$24,317 6	$26,396 9	$32,610 2	$22,044 3	$30,686 73 $35,000 $23,912	$23,700 7	$21,443 5

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting			$18,650 2				$22,750 4	$16,000 1	$21,583 26 $25,200 $17,900		$22,000 1	$20,407 2	$20,060 1					
Business Administration incl. Management Science	15,750 2	$24,338 56 $31,000 $18,000	$24,474 65 $28,500 $19,500	$25,062 26 $33,000 $18,720	$24,372 12	$23,989 28 $27,500 $18,000	$23,489 152 $28,400 $17,500	$21,614 7	$23,250 10		$31,667 3	$19,643 7				$29,500 2		$23,467 3
Distribution Management				$26,935 42 $32,000 $22,300		$26,400 2	$20,560 5					$19,800 2						
Economics & Finance (incl. Banking)	$24,200 1	$24,910 18	$23,791 31 $28,000 $19,500	$25,500 4	$24,671 7	$22,780 5	$24,569 141 $30,000 $18,500	$24,248 2	$23,232 22 $26,500 $20,544	$24,872 11	$12,000 1	$20,235 11		$31,500 1		$32,340 1		$18,000 1
Hotel / Restaurant Management		$22,667 3																
Human Resources (incl. Labor Relations)		$25,000 1		$27,500 1			$22,755 20 $26,000 $18,000		$24,000 1					$31,000 1				$28,212 6
Management Information Systems		$24,932 3			$31,560 1		$26,619 5					$21,055 2		$24,996 1				
Marketing / Marketing Management (incl. Research)	$21,976 27 $25,500 $18,000	$24,699 70 $30,000 $18,000	$23,409 162 $27,000 $19,000	$25,349 33 $27,500 $22,100	$24,548 31 $29,736 $19,000	$25,428 7	$24,158 713 $28,500 $18,000	$23,649 4	$18,974 3	$28,000 1		$19,005 6		$20,195 1		$26,000 1		$27,999 3
Real Estate							$23,375 4											
Advertising	$18,651 14						$22,505 30 $30,000 $16,500	$11,000 1										
Communications	$15,880 5	$22,250 6	$23,000 7	$21,935 3	$24,287 5		$21,929 69 $29,500 $15,000	$16,550 4	$22,000 1			$15,000 1	$23,000 1					$37,200 1
Journalism	$16,500 4	$16,667 3	$22,000 5			$16,250 2	$24,214 25 $28,500 $18,000	$17,550 2										
Telecommunications / Broadcasting	$23,000 2		$21,794 6		$15,588 1	$15,000 1	$21,631 14											
Elementary Education							$25,000 1					$28,000 1						
Pre-Elementary Education																		
Physical Education		$12,000 1					$24,000 2				$25,000 1	$18,000 2						
Special Education																$27,500 1		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology			$22,000 3				$18,000 2											
Textiles & Clothing		$18,500 1	$20,659 85 $23,000 $18,000				$21,389 9									$28,500 1		$24,800 2
Merchandising Management		$21,250 2	$21,894 11				$23,700 5											
Foreign Languages		$39,000 1	$26,167 3				$23,758 5	$18,000 1				$19,528 2	$25,000 1					
Letters	$18,333 3	$22,250 2	$24,348 5	$26,000 2			$21,045 11	$16,720 2				$16,800 1						$31,500 1
Visual & Performing Arts	$60,000 1		$26,599 5				$21,843 7											
Humanities-Other			$21,988 16	$32,000 2			$25,379 25 $28,500 $19,600				$24,000 1	$19,250 2						
Criminal Justice			$13,500 2				$19,000 1	$19,000 1			$22,528 10							
History		$15,600 1	$24,000 1				$24,500 9	$25,000 1				$23,839 6						
Political Science / Government		$23,333 3	$26,073 11			$14,100 1	$24,488 21 $29,460 $19,300	$22,999 5	$26,000 2	$20,000 1	$22,000 1	$21,749 10						
Psychology	$24,000 1	$22,500 1	$22,895 19	$13,520 1		$16,000 1	$23,405 22 $27,500 $17,000		$23,000 1		$19,773 4	$21,000 1						
Sociology			$18,833 3				$22,217 6											
Social Sciences-Other	$25,000 2	$29,500 2	$22,000 2		$21,440 2		$25,500 8	$23,000 1	$28,000 1			$23,750 4						
Aerospace & Aeronautical Engineering												$22,500 2	$27,000 1			$29,987 65 $32,600 $26,400		$31,077 16
Agricultural Engineering		$28,876 4	$30,000 1				$29,004 1									$23,988 3	$25,800 2	$29,510 10
Architectural Engineering																$29,283 51 $33,000 $25,200		
Bioengineering & Biomedical Engineering							$28,000 2								$38,365 9			$33,531 4
Chemical Engineering		$35,300 5		$34,800 2			$35,416 10	$26,980 1			$38,000 2	$25,000 1			$35,448 30 $37,200 $33,000	$34,088 47 $36,500 $30,000	$33,881 28 $36,000 $30,000	$34,776 100 $36,240 $33,000
Civil Engineering							$30,400 4					$20,748 4		$26,871 8	$25,388 7	$27,826 183 $32,500 $23,796	$28,477 117 $33,000 $23,796	$30,117 19
Computer Engineering					$30,885 3		$23,750 2					$26,244 1				$30,885 7	$29,680 3	$30,588 5

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$30,200 2	$30,000 1	$31,560 1	$32,567 6		$31,454 49 $33,600 $30,000	$25,800 2		$33,300 2	$32,080 6	$29,297 8			$26,988 1	$31,763 236 $34,560 $28,800	$30,975 12	$32,522 287 $35,000 $30,160
Environmental Engineering																	$29,228 4	
Industrial Engineering		$35,700 2		$30,600 1	$31,008 1	$28,500 1	$30,811 36 $32,032 $28,000				$31,800 1	$22,836 4	$24,501 3			$29,580 34 $33,000 $24,996	$27,858 3	$30,841 356 $33,600 $27,500
Mechanical Engineering		$32,923 8			$30,056 1	$30,000 1	$31,200 59 $33,600 $28,200	$32,400 1	$27,500 1	$33,870 1	$32,344 1	$23,986 7	$32,800 1		$32,373 4	$31,697 424 $35,300 $28,200	$31,920 22 $33,600 $30,000	$32,546 628 $35,400 $29,700
Metallurgical Engineering	$30,600 1						$31,467 3							$16,900 1		$32,286 7		$32,821 46 $34,800 $30,300
Mining Engineering							$29,800 2									$30,000 3	$24,333 3	$36,000 1
Nuclear Engineering																$31,819 3	$32,220 1	
Petroleum Engineering																$33,132 11	$27,500 1	$38,744 9
Textile Engineering																		
Engineering Technology		$28,732 3	$30,000 1		$34,992 1	$22,992 1	$26,022 23 $32,304 $18,400									$28,156 45 $33,600 $20,000	$16,800 1	$30,515 57 $34,400 $25,480
Industrial Technology																$31,380 3		$28,891 54 $34,320 $25,000
Agribusiness		$24,302 5	$27,500 4		$23,400 2		$24,833 19	$15,732 1								$24,720 1	$21,000 1	
Animal Sciences		$12,000 1					$25,375 2											
Plant Sciences			$19,992 1				$24,657 3										$34,992 1	
Natural Resources												$20,700 1						
Other Agricultural Sciences							$29,500 1											$28,833 3
Computer Science		$34,000 1					$32,115 4					$25,827 2	$32,700 1			$31,810 6	$26,389 1	$31,169 3
Computer Programming																$28,569 2		
Information Sciences & Systems			$28,500 1									$24,747 2						
Systems Analysis																		$33,000 2

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$13,250 1											
Nursing																		$28,500 1
Pharmacy							$32,000 2											
Actuarial		$24,000 2					$28,096 3											
Architectural & Environmental Design							$19,592 1							$24,000 2		$27,151 14	$21,350 2	$29,400 1
Biological			$19,500 1				$27,130 8	$22,000 1				$19,400 2					$21,000 1	
Chemistry					$29,000 1	$27,354 4	$28,046 24 $30,000 $23,200								$27,000 1		$24,450 2	$30,500 2
Geological							$27,500 2			$18,000 1		$26,994 2		$19,600 1			$20,000 1	
Mathematics (incl. Statistics)			$22,800 1		$30,500 2		$22,000 2		$25,200 1			$19,493 2				$26,000 1		$30,420 1
Physics																		
Other Physical & Earth Sciences							$24,200 2							$14,000 1				$24,500 1
Polymer Science																		
Textile Science		$24,000 1					$24,800 2											

BACHELOR'S SUMMARY

Nontechnical Curricula	$20,816 62 $25,000 $15,000	$24,221 174 $30,000 $18,000	$22,922 446 $27,000 $19,000	$25,816 114 $32,100 $19,000	$24,357 59 $30,000 $17,235	$23,351 47 $27,500 $16,200	$23,857 1316 $29,460 $18,000	$20,466 32 $26,496 $16,500	$22,548 67 $27,000 $18,000	$24,738 13 *	$22,926 22 $26,400 $18,491	$20,790 60 $25,200 $15,738	$22,857 3	$26,923 4		$28,880 6		$27,039 17
Technical Curricula	$30,600 1	$29,791 34 $35,400 $24,000	$24,817 11	$32,940 4	$30,804 17	$27,272 7	$29,505 267 $33,600 $22,568	$24,722 6	$26,350 2	$33,408 3	$31,517 11	$24,372 38 $30,396 $19,490	$27,662 6	$24,690 13	$33,056 61 $36,996 $27,000	$29,920 1526 $34,669 $24,440	$29,377 286 $34,992 $23,796	$32,872 1617 $35,400 $28,500

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems / Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$27,360 2								$29,600 2	$27,500 2			$37,500 2					
Business Administration incl. Management Science	$28,023 6		$27,700 2		$18,000 1		$20,000 1	$32,200 2	$16,224 1	$22,168 9	$16,000 1			$20,000 1	$30,200 1		$18,000 1	
Distribution Management																		
Economics & Finance (incl. Banking)	$29,250 2		$27,000 1				$23,000 1	$33,000 1	$25,250 4	$21,250 2								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$29,204 8		$30,000 1		$25,800 1				$28,575 8									
Marketing / Marketing Management (incl. Research)	$29,700 1		$26,800 2							$26,470 3							$19,500 2	
Real Estate																		
Advertising																		
Communications																		
Journalism									$12,000 1									
Telecommunications / Broadcasting									$22,500 1									
Elementary Education																		
Pre-Elementary Education																		
Physical Education													$12,000 1			$15,000 2	$15,000 2	
Special Education																	$23,000 1	

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology												$14,000 1						
Textiles & Clothing					$29,000 1				$22,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		$17,750 2
Visual & Performing Arts									$19,500 2	$12,000 1								
Humanities Other						$25,000 1						$25,200 1						
Criminal Justice																		
History																		
Political Science / Government					$32,500 2													$18,240 1
Psychology					$25,000 1					$13,020 3		$14,000 1	$15,600 1					$18,305 7
Sociology																		
Social Sciences Other																		$14,700 1
Aerospace & Aeronautical Engineering	$30,630 15	$30,448 2	$31,337 11	$31,350 2	$30,305 28 $32,700 $25,608	$30,590 32 $32,900 $28,800		$31,216 13	$30,650 75 $34,192 $26,252									
Agricultural Engineering					$34,972 6			$32,138 6	$30,685 14									
Architectural Engineering						$27,000 1		$26,675 4	$26,000 1									
Bioengineering & Biomedical Engineering	$34,500 2			$32,470 1	$31,588 2		$33,000 1	$35,400 1	$26,548 19									
Chemical Engineering	$36,000 1	$32,800 3	$35,411 9	$30,500 2	$35,546 119 $37,380 $33,300	$33,053 11	$35,351 1198 $37,200 $33,300	$34,121 114 $37,000 $28,200	$34,713 146 $37,200 $31,500					$29,150 1				
Civil Engineering	$34,480 1	$31,515 10	$28,000 2		$29,334 8	$25,638 12	$27,917 5	$26,880 107 $33,000 $24,300	$26,644 215 $33,000 $24,348									
Computer Engineering	$30,790 66 $34,700 $26,800	$32,390 2	$32,020 63 $34,400 $28,800	$32,253 35 $35,000 $30,000	$31,503 14	$29,350 5		$28,484 5	$30,978 38 $33,500 $26,252									

Curriculum - Continued

Curriculum	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$31,664 151 $34,500 $29,600	$31,857 264 $34,000 $29,970	$31,754 136 $36,000 $26,250	$32,698 194 $34,750 $30,144	$31,887 165 $35,500 $26,252	$31,003 79 $33,600 $27,000	$32,645 40 $36,000 $30,000	$31,590 237 $35,094 $26,252	$31,568 560 $34,500 $26,500			$31,002 2				$20,000 1		
Environmental Engineering								$31,200 1										
Industrial Engineering	$31,766 24 $33,576 $28,800	$29,636 11	$34,600 3	$32,083 6	$32,380 17	$32,144 9	$29,596 11	$31,040 22 $33,600 $29,500	$30,419 153 $33,630 $26,256									$36,000 1
Mechanical Engineering	$30,872 41 $33,600 $28,500	$31,791 78 $34,200 $29,200	$30,785 7	$32,104 35 $34,000 $30,000	$31,711 146 $35,900 $26,312	$30,655 59 $34,000 $26,252	$34,024 87 $37,000 $30,120	$32,981 436 $36,000 $30,000	$32,097 614 $35,220 $28,320			$33,000 1						
Metallurgical Engineering		$27,000 1		$33,000 2	$32,834 14	$33,825 4	$31,816 11	$33,123 66 $34,400 $32,000	$31,545 24 $34,440 $28,320									
Mining Engineering					$32,509 1			$29,389 21 $33,000 $25,980	$30,162 9									
Nuclear Engineering		$32,878 6		$35,000 1	$30,775 4	$24,000 1	$32,400 1	$30,457 3	$31,876 13									$20,000 1
Petroleum Engineering					$37,002 2	$28,350 4	$35,523 13	$35,907 51 $38,000 $32,400	$35,547 47 $39,600 $27,720									
Textile Engineering								$34,008 1	$33,500 2									
Engineering Technology	$30,825 4	$30,662 12	$29,194 5	$28,425 4	$29,768 5	$28,662 17	$24,600 2	$29,691 36 $34,200 $25,050	$28,692 56 $34,000 $23,500									
Industrial Technology	$22,500 1	$30,000 1							$26,333 3									
Agribusiness																		$18,000 1
Animal Sciences												$14,004 1						$17,350 3
Plant Sciences					$23,600 1													$17,000 1
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$30,744 50 $34,578 $27,000		$31,673 86 $34,500 $28,100	$32,806 7	$29,600 5	$27,750 2		$30,786 5	$30,647 63 $33,500 $27,000	$27,500 1		$18,000 1					$25,111 7	$27,500 2
Computer Programming	$26,500 5		$31,154 9		$31,000 1													
Information Sciences & Systems	$28,400 1		$30,000 2	$32,333 3	$35,500 1				$30,000 1								$29,850 1	
Systems Analysis	$33,900 1	$30,500 1																

Continued

	ENGINEERING									HEALTH CARE								
	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing - Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health							$33.960 1			$18.133 3		$24.160 11		$26.523 12		$30.745 35 $32.000 $28.000		$22.397 14
Health Sciences										$21.633 3		$25.560 5	$22.000 1	$27.305 4		$15.000 1		$16.714 7
Nursing										$29.993 3			$28.097 115 $32.000 $21.840					$37.704 1
Pharmacy															$39.068 25 $47.000 $33.500			
Actuarial																		
Architectural & Environmental Design					$29.400 3			$26.956 10	$27.476 15									
Biological							$42.000 1			$40.000 1		$15.219 2						$72.698 5
Chemistry					$29.370 24 $32.000 $25.700	$24.678 5	$28.812 15	$29.900 1	$42.000 1									$21.300 2
Geological					$15.900 1			$29.400 2	$29.588 2									
Mathematics (incl. Statistics)	$30.406 8		$31.758 5			$26.500 1		$28.100 2	$28.159 8					$26.000 1				
Physics	$26.625 4		$32.652 7	$33.800 1	$33.120 3		$33.000 1	$27.500 2	$31.035 14									
Other Physical & Earth Sciences																		$30.000 1
Polymer Science					$31.140 2				$32.566 3									
Textile Science								$31.500 1										

BACHELOR'S SUMMARY

Nontechnical Curricula	$28.668 19		$27.667 6		$27.633 6	$26.000 1	$21.500 2	$32.467 3	$25.026 20 $31.500 $18.224	$21.347 29 $28.000 $13.000	$16.000 1	$17.733 3	$25.650 4	$26.000 1	$30.290 1	$15.000 2		$16.564 17
Technical Curricula	$31.217 353 $34.500 $27.000	$31.734 391 $34.000 $29.000	$31.756 340 $35.120 $27.500	$32.491 294 $35.000 $30.000	$32.265 572 $36.516 $28.255	$30.316 242 $34.000 $25.343	$35.005 1368 $37.700 $32.400	$37.199 1127 $39.000 $27.300	$31.407 2997 $35.400 $26.752	$24.871 11		$23.957 23 $29.500 $18.000	$28.045 116 $32.000 $21.840	$26.313 19	$39.868 25 $47.000 $33.500	$30.883 40 $32.000 $27.500	$25.716 8	$21.857 39 $30.000 $15.000

FUNCTIONAL AREA CATEGORIES - Continued...

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,532 9	$19,429 3	$26,999 3				$27,769 35 $30,000 $26,000	$20,000 1	$23,258 29 $27,500 $18,000					
Business Administration - incl. Management Science	$19,902 3		$22,833 3		$26,498 26 $32,200 $21,000	$27,165 17	$26,387 10	$25,833 3			$27,560 73 $32,000 $25,000	$23,499 38 $30,000 $17,000	$21,435 410 $27,000 $16,700	$28,500 1		$18,000 1		$17,826 7
Distribution Management					$26,000 1						$27,500 1		$23,984 19				$18,000 1	
Economics & Finance (incl. Banking)	$21,550 2				$25,852 24 $28,200 $20,800	$26,878 29 $30,000 $24,000	$26,957 14	$26,178 5	$15,000 1		$28,392 147 $32,000 $25,000	$24,001 6	$23,002 260 $30,000 $18,200		$22,000 1	$25,333 3		$19,650 6
Hotel / Restaurant Management												$20,667 3	$20,895 113 $23,000 $18,000					
Human Resources (incl. Labor Relations)	$17,525 2	$16,450 1										$24,230 37 $30,700 $18,000	$21,353 21 $25,000 $18,000					
Management Information Systems					$27,398 87 $31,000 $24,000	$26,925 183 $30,360 $23,000	$28,012 91 $30,600 $24,996				$29,364 36 $32,200 $27,000	$33,996 2	$25,992 8					
Marketing / Marketing Management (incl. Research)	$15,738 1				$24,158 4	$26,117 12	$26,198 2				$25,950 18	$25,375 4	$21,451 386 $26,000 $18,000		$20,000 1			
Real Estate											$26,400 5		$16,000 2			$18,000 1		
Advertising											$32,500 1		$21,667 6					
Communications	$20,169 2	$22,000 1					$29,600 1				$23,640 5	$17,867 3	$19,946 86 $24,150 $15,000				$21,000 1	$19,700 2
Journalism									$13,000 1			$27,000 1	$17,731 13			$16,000 1		$11,000 2
Telecommunications / Broadcasting									$13,000 1		$24,000 1	$16,600 1	$19,160 5					
Elementary Education	$21,000 1	$19,040 1									$18,400 1	$18,600 2	$18,000 1					$19,994 384 $23,760 $13,000
Pre-Elementary Education				$15,024 2														$17,284 25 $22,347 $10,400
Physical Education		$18,000 1							$13,500 2				$19,500 2					$20,863 26 $23,000 $16,350
Special Education		$17,000 1																$19,736 83 $23,000 $17,000

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology				$14,800 3														$18,000 1
Textiles & Clothing					$20,000 1								$20,302 31 $26,000 $16,000					$19,000 1
Merchandising Management													$18,778 33 $21,599 $15,000					$17,004 1
Foreign Languages				$15,225 1									$22,072 8			$26,000 2		$20,575 4
Letters	$16,853 8	$15,980 2	$13,800 4		$25,000 1		$31,050 1				$26,500 7	$16,752 2	$21,904 23 $24,000 $19,000		$21,800 3	$22,000 1		$19,177 26 $24,000 $10,000
Visual & Performing Arts				$17,800 1								$19,296 2	$19,498 4		$18,000 1			$18,955 30 $25,000 $14,004
Humanities-Other	$21,296 3			$19,400 1	$37,750 4		$38,000 1				$32,200 1	$29,000 2	$19,096 21 $21,000 $17,000		$19,000 1	$17,000 1		$18,825 4
Criminal Justice	$12,000 1	$30,000 1		$12,000 1									$19,081 6		$18,360 4			$22,500 1
History				$19,727 2		$28,200 1				$30,000 1	$29,750 2	$16,500 2	$20,680 11		$13,440 1	$19,240 2		$19,927 3
Political Science / Government	$17,350 2	$19,587 1	$14,967 3		$28,150 2	$28,550 2					$30,214 7	$28,000 1	$20,355 24 $25,000 $15,000		$20,364 11	$17,000 1		$18,944 1
Psychology	$21,133 3	$15,863 26 $20,000 $11,200		$17,587 11		$24,200 1					$30,500 3	$24,625 8	$21,722 42 $25,500 $18,500			$14,560 1		$18,858 4
Sociology	$12,700 1	$16,528 8		$21,366 8								$17,004 1	$21,504 13					
Social Sciences-Other	$16,950 4	$15,022 7	$17,000 5	$16,373 11		$23,004 1					$29,250 8	$21,765 5	$25,480 10		$20,845 7	$17,700 1		$19,477 3
Aerospace & Aeronautical Engineering							$28,840 7				$31,200 5						$26,252 2	
Agricultural Engineering									$25,866 2				$21,250 2					
Architectural Engineering																		
Bioengineering & Biomedical Engineering											$31,901 5							
Chemical Engineering							$35,350 8				$29,743 6		$33,270 6				$35,416 2	
Civil Engineering							$28,033 6			$26,200 4	$27,497 43 $29,500 $26,000		$29,414 7				$31,000 1	
Computer Engineering					$30,926 67 $34,000 $26,000	$34,604 6	$31,840 15				$30,073 11		$26,252 1					$24,000 1

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Snalysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$31,056 19	$30,886 13	$31,278 17				$30,723 66 $34,500 $27,500		$31,888 31 $33,700 $30,500				$36,000 1	
Environmental Engineering																		
Industrial Engineering		$27,600 1			$24,890 2	$31,364 14	$31,744 9		$30,000 1		$29,834 84 $32,000 $26,000		$30,378 25 $33,000 $27,600				$26,234 1	
Mechanical Engineering					$31,947 3	$29,700 5	$30,996 29 $33,000 $27,000				$30,025 47 $33,996 $26,500		$32,247 36 $34,500 $30,000				$32,153 3	
Metallurgical Engineering											$29,000 2		$33,420 1					
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology					$27,933 3	$30,571 6	$29,200 3				$29,850 2		$27,200 9				$24,000 1	
Industrial Technology													$13,000 1					
Agribusiness							$25,200 1		$20,660 34 $25,000 $16,500		$29,496 1		$20,416 26 $24,000 $18,000					
Animal Sciences									$18,795 28 $22,500 $16,000		$20,000 1		$26,100 3					
Plant Sciences					$21,000 1				$20,489 14		$22,000 1		$21,164 3			$19,002 2		
Natural Resources									$17,870 12		$20,000 1		$21,000 2					
Other Agricultural Sciences									$23,338 24 $27,000 $19,000				$24,601 16			$20,496 2		$24,500 2
Computer Science	$33,000 1	$36,000 1			$28,994 430 $33,000 $23,000	$29,513 86 $33,840 $25,000	$30,375 193 $34,000 $26,000				$30,231 58 $32,500 $27,500	$29,904 1	$26,915 5	$22,265 1			$31,500 1	$18,998 2
Computer Programming					$27,805 38 $32,000 $23,500	$29,158 6	$36,000 1				$29,500 5		$27,836 1					
Information Sciences & Systems					$28,215 181 $32,146 $24,000	$28,465 74 $33,700 $24,000	$28,613 41 $32,800 $27,000				$29,147 31 $32,200 $27,000		$25,458 3					
Systems Analysis						$28,980 1	$30,829 7				$33,000 2							

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS									
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,660 1					$31,860 1					$19,700 2		$22,000 1					
Health Sciences		$13,000 1	$20,000 1	$16,000 1														$10,000 1
Nursing																		
Pharmacy																	$32,273 12	
Actuarial								$30,954 44 $34,000 $28,500	$16,718 5		$35,000 1		$18,513 4			$16,300 2		$23,496 1
Architectural & Environmental Design										$20,512 16	$23,000 3		$27,504 1			$24,498 2		
Biological	$12,000 1	$11,440 1			$20,000 1	$27,000 1			$15,000 2		$25,000 3		$18,911 8			$19,663 3	$16,457 7	$10,521 10
Chemistry											$27,500 2	$27,000 1	$21,500 2				$28,782 17	$20,000 1
Geological		$17,480 1							$25,000 1		$22,000 3					$26,167 4		$18,750 2
Mathematics (incl. Statistics)		$21,000 1			$26,706 30 $33,000 $20,000	$29,328 11	$28,058 26 $32,000 $23,000	$29,679 43 $33,300 $26,000	$19,000 1		$28,558 17		$22,883 12	$24,376 27 $29,500 $19,493		$23,000 1		$20,452 21 $24,610 $18,000
Physics					$25,500 2		$32,500 2				$28,500 4		$27,500 2				$24,000 3	
Other Physical & Earth Sciences	$16,305 1								$18,000 1		$16,000 1		$22,500 1					
Polymer Science													$33,120 1					
Textile Science													$20,077 10					

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,310 33 $23,000 $13,000	$16,477 50 $21,000 $11,400	$15,507 15	$17,837 41 $21,000 $12,500	$27,167 160 $31,000 $21,500	$26,797 249 $30,000 $22,992	$27,816 123 $30,650 $24,000	$27,294 8	$13,650 5	$20,000 1	$26,858 351 $32,200 $25,000	$23,416 121 $30,000 $17,000	$21,518 1506 $27,000 $17,000	$28,500 1	$19,773 30 $22,200 $14,000	$20,116 15	$19,500 2	$19,111 504 $23,966 $13,400
Technical Curricula	$19,248 4	$20,253 8	$20,000 1	$16,800 1	$28,861 774 $33,000 $24,000	$29,498 224 $34,280 $25,000	$30,234 365 $34,000 $26,600	$30,324 67 $34,000 $26,400	$29,443 125 $25,000 $15,000	$21,548 22 $26,000 $17,000	$29,400 407 $33,000 $26,000	$28,452 2	$27,236 229 $33,600 $19,500	$24,301 28 $29,500 $19,493		$21,720 16	$20,131 51 $33,660 $18,000	$20,163 41 $24,750 $16,800

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	282	$29,695	$28,849	2.9%	$34,500	$30,000	$24,000
MBA-Nontechnical undergraduate							
1 year or less	570	36,242	33,873	7.0	46,200	35,000	26,600
1 to 2 years	316	44,262	41,283	7.2	55,000	43,900	31,500
2 to 4 years	389	46,565	42,952	8.4	60,000	46,000	34,000
Over 4 years	275	46,451	44,529	4.3	60,000	45,000	31,500
MBA-Technical undergraduate degree							
1 year or less	125	38,281	37,102	3.2	45,000	36,000	31,000
1 to 2 years	96	48,339	44,282	9.2	55,000	50,000	37,800
2 to 4 years	188	51,381	46,921	9.5	64,000	50,000	40,000
Over 4 years	122	53,407	49,296	8.3	70,000	52,000	41,000
MS-Business	55	34,706	33,244	4.4	42,500	35,000	25,000
Public Administration	+	+	N/A	N/A			
Economics & Finance	215	37,430	34,050	9.9	48,000	37,700	26,000
Labor/Industrial Relations (incl. Human Resources)	57	31,708	31,947	-0.7	38,400	30,000	26,000
Management Information Systems	46	34,003	32,067	6.0	39,000	34,148	28,992
Marketing/Marketing Management (incl. Marketing Research)	79	35,903	34,105	5.3	44,500	36,036	27,300
COMMUNICATIONS							
Advertising	+	+	+				
Communications	8	25,555	23,520	*	*	*	*
Journalism	2	24,500	23,240	*	*	*	*
EDUCATION							
Education Administration	14	26,509	23,971	*	*	*	*
Elementary Education	24	22,337	22,037	1.4	26,500	23,064	18,000
Physical Education	6	30,765	12,000	*	*	*	*
Reading Education	1	22,000	16,380	*	*	*	*
Special Education	27	22,300	21,810	2.2	25,000	22,020	19,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	24,350	18,054	*	*	*	*
Letters (incl. Eng. Lit. etc)	4	19,250	24,334	*	*	*	*
Visual & Performing Arts	7	24,712	19,945	*	*	*	*
Humanities-Other	2	21,500	32,000	*	*	*	*
History	1	20,000	19,185	*	*	*	*
Political Science/Government	+	+	29,409				
Psychology	30	24,800	24,390	1.7	33,192	23,250	19,000
Sociology	3	20,500	24,272	*	*	*	*
Social Sciences	9	24,313	26,030	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	58	35,343	34,381	2.8	37,960	35,204	32,500
Agricultural	6	36,450	32,400	*	*	*	*
Bioengineering & Biomedical	4	36,500	34,930	*	*	*	*
Chemical	133	38,055	35,952	5.8	39,800	38,500	35,280
Civil	192	32,260	30,833	4.6	37,200	32,000	28,000
Computer	31	34,395	36,760	-6.4	38,500	34,060	31,480
Electrical	291	37,376	36,215	3.2	42,000	37,740	32,000
Industrial	70	35,928	34,295	4.8	39,900	36,000	31,200
Mechanical	248	36,964	35,131	5.2	40,000	37,000	33,500
Metallurgical	29	36,766	35,039	4.9	40,800	36,600	33,000
Mining	5	37,476	31,920	*	*	*	*
Nuclear	18	36,635	34,888	*	*	*	*
Petroleum	26	38,067	38,231	-0.4	42,000	38,100	35,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	11	$26,823	$27,753	*	*	*	*
Health Sciences	9	20,402	22,572	*	*	*	*
Nursing	2	34,900	26,780	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	11	23,855	23,835	*	*	*	*
Architectural & Environment Design	8	28,037	27,327	*	*	*	*
Biological	6	30,353	25,063	*	*	*	*
Chemistry	21	31,907	31,382	1.7 %	$34,000	$32,400	$30,000
Computer Science	167	36,656	35,690	2.7	42,000	36,900	30,000
Geological Sciences	53	33,560	31,148	7.7	39,000	35,400	25,000
Mathematics	32	30,345	30,932	-1.9	37,000	31,000	23,846
Physics	11	30,560	30,686	*	*	*	*
Polymer	9	37,098	34,137	*	*	*	*
	4,408						

Doctoral Candidates

BUSINESS							
Business Administration & Management	1	$38,000	$47,333	*	*	*	*
Computer & Information Sciences	8	53,050	49,743	*	*	*	*
Economics & Finance	3	44,000	38,060	*	*	*	*
EDUCATION							
Education Administration	20	43,487	44,168	-1.5%	$54,000	$44,998	$30,000
HUMANITIES & SOCIAL SCIENCES							
English	6	30,340	24,125	*	*	*	*
Foreign Languages	+	+	25,250				
Humanities	1	24,000	N/A	N/A	*	*	*
Psychology	6	32,167	32,965	*	*	*	*
Sociology	2	32,502	27,000	*	*	*	*
Social Sciences	5	30,600	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	4	45,398	49,493	*	*	*	*
Chemical	132	50,570	47,717	6.0	53,700	51,000	47,000
Civil	9	43,632	39,438	*	*	*	*
Computer	4	45,000	52,433	*	*	*	*
Electrical	33	52,887	50,482	4.8	60,000	55,900	39,996
Industrial	2	51,500	N/A	N/A	*	*	*
Mechanical	25	48,708	46,771	4.1	54,000	49,992	39,000
Metallurgical	18	47,583	48,464	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	14	37,971	43,278	*	*	*	*
Biological	+	+	50,000				
Chemistry	105	45,393	43,147	5.2	50,000	46,500	41,400
Geology & Geological Sciences	11	37,145	33,431	*	*	*	*
Mathematics	6	37,833	45,438	*	*	*	*
Physics	11	41,361	42,263	*	*	*	*
Polymer	7	46,857	44,626	*	*	*	*
	433						

N/A - No historic data available
* Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College